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ESTIMATES COMMITTEE
1962-63

TWENTY-SIXTH REPORT
(THIRD LOK SABHA)

MINISTRY OF LABOUR AND EMPLO

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ESTIMATES COMMITTEE
1962-63

15
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TWENTY-SIXTH REPORT

(THIRD LOK SABHA)

MINISTRY OF LABOUR AND EMPLOYMENT

Action taken by Government on the Recommendations contained in the following Reports of the Estimates Committee (Second Lok Sabha) on the Ministry of Labour and Employment:

1. **84th Report on General Organisation; Chief Labour Commissioner; Chief Inspector of Mines; Chief Adviser, Factories.**
2. **90th Report on Social Security Schemes and Miscellaneous.**

LOK SABHA SECRETARIAT
NEW DELHI

February, 1963/Phalguna, 1884 (Saka)

Price: Re. 1·75 nP.

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PAGE

COMPOSITION OF THE C

CORRIGENDA

to

Twenty-sixth Report of the Estimates Committee

Page (ii), footnote, line 1, *for* 'ected' *read* 'Elected' and *for* 'vic' *read* 'vice'.

Page (ii), foot-note, line 2, *for* 'e.f.' *read* 'Elected w.e.f.'

Page 8, col. 3, line 21, *for* 'increase' *read* 'increased'

Page 28, col. 3, line 10, *for* 'Corporation, and suggest that it' *read* 'Committee would like to invite'.

Page 29, *transpose* the first three lines, viz. '(Min. of Labour . . . . . dated 20th March, 1961)' from col. 3 to col. 4 at the top.

Page 53, cols. 1 and 2, *for* ' 9' *read* '4 9'

Page 55, col. 4, below the last line, *insert* '[Ministry of Labour and Employment O.M. No. 15/11/60-B&A dated 20th December, 1960]'.

Page 65, cols. 1 and 2, *for* '4 37' *read* '24 37'.

Page 72, cols. 1 and 2, *for* '30 51' *read* '36 51'

Page 75, cols. 1 and 2, *for* '33 53' *read* '38 53'

Page 83, col. 4, line 34, *for* 'relat' *read* 'relate'

Page 83, col. 4, line 35, *for* 'wer' *read* 'were'

Page 84, col. 4, line 2, *for* 'iew' *read* 'view'.

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Page 109, col. 3, line 14, *for* 'amonst' *read* 'amongst'

Page 129, cols. 1 and 2, *for* ' 55' *read* '40 55'

Page 130, cols. 1 and 2, *insert* '61 81' *against* 'The Committee consider it unfortunate' in col. 3.

Page 134, col. 5, line 1, *for* 'th' *read* 'the'

Page 135, cols. 1 and 2, *insert* 31(ii) and 53 *against* '(ii) there is no need . . . . . .' in col. 3.

Page 136, cols. 1 and 2, *for* ' 60' *read* '36 60'

Page 140, item 4, under 90th Report, *for* '8,27,31( )' *read* '8,27,31(ii)'.

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R. 480-SA

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Shri Avtar Singh Rikhy, *Deputy Secretary.*

---

*Elected w. e. f. 15th November, 1962 *vice* late Shri B. J. Singh

. e. f. 18th August, 1962 *vice* Shri Shiv - resigned.

INTRODUCTION

I, the Chairman, Estimates Committee, having been authorised by the Committee, present this Twenty-sixth Report on action taken by Government on the recommendations contained in the following Reports of the Estimates Committee (Second Lok Sabha) on the Ministry of Labour and Employment:—

(1) 84th Report on General Organisation, Chief Labour Commissioner, Chief Inspector of Mines, Chief Adviser, Factories.

(2) 90th Report on Social Security Schemes and Miscellaneous.

2. The 84th and 90th Reports were presented to the Lok Sabha on the 16th and the 26th April, 1960 respectively. Government furnished their replies to the recommendations contained in the 84th Report between the 20th December, 1960 and the 23rd March, 1961 and in respect of 90th Report on the 20th March, 1961. Further information was called for in respect of replies to certain recommendations of these Reports. The replies were considered by the Study Group 'E' of the Estimates Committee (1961-62) on the 28th October and the 5th December, 1961 and by the Study Group 'D' of the Estimates Committee (1962-63) on the 11th December, 1962.

The draft Report on action taken by Government on the 84th and 90th Reports was considered by the Study Group 'D' on the 31st January, 1963 and adopted by the Committee on the 7th February, 1963.

3. The Report has been divided into the following four Chapters:—

I. Report;

II. Recommendations that have been accepted by Government;

III. Replies of Government that have been accepted by the Committee; and

IV. Replies of Government that have not been accepted by the Committee.

4. An analysis of the action taken by Government on the recommendations contained in the 84th and 90th Reports is given in Appendix II. It would be observed therefrom that out of 77 recommendations contained in the 84th Report, 26 recommendations *i.e.* 33.8% have been accepted by Government. Of the rest, replies of Government in respect of 45 recommendations *i.e.* 58.4% have been accepted by the Committee while replies in respect of 6 recommendations *i.e.* 7.8% have not been accepted by the Committee.

Out of 76 recommendations contained in the 90th Report, 38 recommendations *i.e.* 50% have been accepted by Government. Of the rest, replies of Government in respect of 32½ recommendations *i.e.* 42.8% have been accepted by the Committee while replies in respect of 5½ recommendations *i.e.* 7.2% have not been accepted by the Committee.

NEW DELHI-1,
February 20, 1963
Phalguna 1, 1884 (*Saka*).

H. C. DASAPPA,
Chairman,
Estimates Committee.

CHAPTER I

REPORT

The Estimates Committee (1959-60) presented two Reports *viz.* 84th and 90th* on the Ministry of Labour and Employment to the Second Lok Sabha in March and April 1960 respectively. They are glad to observe that the recommendations contained in these reports have been replied to by Government generally to their satisfaction. There are, however, a few recommendations replies to which have not been accepted by the Committee. The comments thereon are contained in Chapter IV. Detailed comments on a few important recommendations are given in the paragraphs that follow.

2. The Committee had observed in para 10 of their 84th Report on the Ministry of Labour and Employment—(i) General Organisation, (ii) Chief Labour Commissioner, (iii) Chief Inspector of Mines and (iv) Chief Adviser, Factories that the number of objections raised by the trade union organisations in respect of claims furnished by the rival organisations was about 37 to 40 per cent of the total number of unions claimed to be affiliated. This required physical/spot verification of the membership figures by the verification officers at various centres in the country involving considerable amount of time and effort. The Committee had suggested that a suitable charge might be levied by Government for the work of verification of the figures of membership of trade union organisations and that such a charge could also be related partly to the number of membership claimed which was not proved during verification.

Government in reply have stated that they are not in favour of accepting the above recommendation of the Committee as the amount that might be received by levy of charges for the verification work was likely to be not only small but might also have adverse effect on workers and their organisations concerned.

The Committee note that the verification work involves considerable amount of time and effort and the process is made very lengthy and cumbersome because of contested claims. It therefore, involves a substantial expenditure of about Rs. 28 lakhs. The levy of charge as suggested by the Committee for the work of verification and linking it up to unproved and exaggerated claims would be obviously desirable not only to meet some portion of the expenditure, if not all, but

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*Besides these two reports the Estimates Committee (Second Lok Sabha) had presented 88th Report on the Ministry of Labour and Employment Part II. The Estimates Committee (1961-62) have already presented in March. 1962 to Lok Sabha through Speaker 172nd Report indicating action taken by Government on their aforesaid 88th Report.

also as a deterrant to exaggerated claims being put forward. *The Committee, therefore, reiterate their recommendation.*

3. The Committee in para 81 of their 84th Report had recommended that vigorous steps should be taken to expedite early implementation of the Barrier Survey Scheme which had not made any headway during the Second Five Year Plan on account of the non-availability of technical personnel. The Committee have now been informed that the scales of posts of survey staff have been revised to attract the technical personnel. As a result of this and further attempts at recruitment, 4 out of a complement of 12 surveyers have already joined and the work of surveying barriers started with effect from 1st November, 1961. *The Committee hope that vigorous steps are being taken to complete the Barrier Survey Scheme at an early date so that in the light thereof necessary action is taken to avoid accidents in coal mines due to thinness of barriers.*

4. The Committee observe from the statement furnished by Government in reply to recommendation made in para 76 of their 90th Report on the Ministry of Labour and Employment—Social Security Schemes and Miscellaneous—that the amount realised in a year under the Coal Mines Provident Fund Scheme continues to fall short of the amount due in the year with the result that the total amount outstanding at the end of each year is continuously increasing. *They would like to reiterate their earlier recommendation that the present unsatisfactory position requires investigation and prompt handling since the older the arrears the less the chances of their realisation.*

The Committee had recommended in para 108 of their 90th Report that the question of devising an arrangement whereby refreshments, beverages etc. could be provided, if not free, at least at subsidised rates during certain fixed periods to the miners working underground might be examined. In reply the Ministry have stated that they have asked the Chief Inspector of Mines and the Coal Mines Welfare Commissioner to take special steps to enforce Rules 64 and 70 of the Mines Rules, 1955 which provide for maintenance of canteens in the precincts of mines and selling of food, drink and other items in these canteens on a non-profit basis. *The Committee are of the view that the fact that canteens are maintained within the precincts of mines and that the items are sold on non-profit basis affords no relief to the miners working underground continuously since it would not be possible for them to go up to the pit-heads for refreshment. They, therefore, reiterate their recommendation.*

CHAPTER II

RECOMMENDATIONS THAT HAVE BEEN ACCEPTED BY GOVERNMENT

A. 84th Report

Sl. No. as in Appendix XI to the 84th Report of the Estimates Committee	Reference to paragraph number of the Report	Summary of recommendation/ conclusions	Reply of the Government
1	2	3	4
1	3	The Committe hope that such steps as are necessary to fulfil effectively the responsibilities emanating from the ratification of the I.L.O. Convention No. 100 concerning equal remuneration for men and women workers for work of equal value will be taken early. Care should be taken to see that such measures do not lead to the reduction or elimination of women workers from industries where they are traditionally employed.	This recommendation of the Estimates Committee has been brought to the notice of all State Governments and to all the Employing Ministries of the Government of India for their guidance and necessary action. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B & A, *dated 20th December*, 1960).
2	6	(i) The Committee view with concern the absence of Rules/Regulations regarding working hours, rest days,	The Mines Act, 1952 applies to oil mines. The provisions in regard to working hours, rest day, safety and

1	2	3	4
		safety and health of workers in oil-fields. (ii) They suggest that the Ministry may expedite the framing of the Rules/Regulations which is already delayed and bring them into force without loss of time.	health contained in the Act thus already apply to these mines. The framing of regulations under the Act to provide for safety measures has been taken in hand. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B & A. *dated 20th December*, 1960).
8	19	The Committee suggest that the question of bringing the remaining Governmental Organisations within the purview of the Code of Discipline may be pursued.	The question is being pursued. Correspondence is already going on with the Ministry of Defence while a meeting with Bank Employers' Associations including the State Bank of India was convened to consider the applicability of the Code to banks; on receipt of the reply of the Bank Employers' Associations the matter will be finalised. The question of extending the Code to Departmentally-run undertakings is under examination. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A. *dated 20th December*, 1960).
		Further information called for by the Committee. The latest position in the matter may please be stated. (*L.S.S. O.M. No. 28-EC-II/60, dated 15th May*, 1961).	At an inter-Ministerial meeting held on the 20th February, 1961 the Code was made applicable to all Government Departmental Undertakings covered under the Industrial Disputes Act 1947. The Code has also been accepted by the State Bank of India. The qustion of its adoption is also being considered by Bharat Electronics Ltd., and Hindustan Air-

			craft Ltd. in consultation with their employees. This Ministry is also trying to persuade the Reserve Bank of India, the Life Insurance Corporation of India and the major ports to accept the Code as early as possible. (*Ministry of Labour and Employment O.M. No.* 15/7/61/B. & *A. dated 28th July,* 1961).
8	16	The Committee stress the need for critically watching implementation of the plan objectives in general and those relating to the employer-employee relationship in the public undertakings in India in particular.	The recommendation is noted for guidance. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & *A. dated 23rd March,* 1961).
11	18	The Committee are of the view that the question of establishing Joint Management Councils, especially in the public undertakings should be vigorously pursued by the Ministry.	The general question of extending the Scheme of Joint Management Councils is being pursued in accordance with the recommendations of the Second Seminar on Labour Management Co-operation (March 8-9, 1960). The Sub-Committee of the Indian Labour Conference, which was hitherto concerned with the subject, is being suitably reconstituted as an independent body. The Employers' and Workers' Organisations have been requested to furnish names of units where Joint Management Councils can be set up. The State Governments are being requested to set up suitable machinery, including a cell within the Labour Departments, for the purpose of promoting the extension of the Scheme specially in the public sector undertakings under the

1	2	3	4
			control of State Governments. The question will further be discussed at a meeting of the Departmental Committee on Public Undertakings. (*Ministry of Labour and Employment O.M. No. 15/11/60/B. & A. dated 20th December, 1960*).
		(*Further information called for by the Committee*). Please furnish a copy of the proceedings and/or recommendations of the Second Seminar on Labour Management. (*L.S.S. O.M. No 20-EC-II/60. dated 15th May, 1961*).	A *copy of the proceedings and recommendations of the Second Seminar on Labour Management Co-operation is attached (*Ministry of Labour and Employment O.M. No. 15/7/61/B. & A. dated 28th July, 1961*).
28	39	The Committee suggest that the decision on the proposals made by the Ministry in regard to the further delegation of powers to the Heads of the attached and subordinate offices under the Delegation of Financial Powers Rules, 1958 may be expedited.	The powers have already been delegated to the following authorities: 1. Central Provident Fund Commissioner. 2. Chief Inspector of Mines. 3. Coal Mines Welfare Commissioner. 4. Chief Adviser of Factories. Proposals are under consideration in consultation with the Ministry of Finance in respect of the undermentioned organisations: 1. Mica Mines Labour Welfare Organisation.

			2. Gorakhpur Labour Organisation. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. *& A. dated 20th December,* 1960).
26	38	The Committee, while generally agreeing with the approach of the Chief Labour Commissioner's organisation to the question of constitution, functioning, dissolution and reconstitution of the Works Committees, suggest that the undertakings may be required to furnish periodically reports about the functioning of the voluntary machinery and Works Committees. Apart from providing useful material for study, such a requirement would go some way in ensuring that the bodies function actually as envisaged.	The question of amending the Industrial Disputes (Central) Rules 1957, in this respect, is already engaging attention. The draft amendments are expected to be published shortly. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. *& A. dated 20th December,* 1960).
*27	41	(i) The Committee consider it unfortunate that the role of prevention of disputes as originally conceived for the organisation of C.L.C. has not been given its due importance. (ii) The Committee wish to stress this important role of conciliation and recommend its adoption by the C.L.C.'s Organisation as originally contemplated.	The recommendations were brought to the notice of the Chief Labour Commissioner who has issued instructions to his field staff to make more effort for prevention of disputes. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. *& A. dated 20th December,* 1960).

*Not reproduced in the Report.

1	2	3	4
29	42	In order to enable the Conciliation Officers to undertake their functions efficiently and expeditiously and to devote sufficient time to the work of prevention of disputes, the Committee recommend that suitable transport facilities may be provided to them and to Labour Inspectors, at least to those whose work necessitates much travelling in areas where normal transport is not available. This will obviate the need for their having to depend on employers to provide transport facilities to go to out of the way places.	The necessity for providing transport facilities to the officers of the Central Industrial Relations Machinery to secure effective enforcement of labour laws in such areas which are not easily accessible by public transport has been conceded by Government. Three jeeps have already been sanctioned for use of those officers for visiting the mining areas in the Dhanbad region and another jeep has also been sanctioned for visiting the mining areas in the Bhilwara area. Orders for these vehicles have already been placed by the Director-General of Supplies and Disposals with the manufacturers and supply is expected shortly. Further proposals from the Chief Labour Commissioner for the provision of transport to the Department are being considered on merits. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. *& A. dated 20th December,* 1960).
41	56	(i) The Committee observe that with an increase of 23 per cent in the total number of disputes raised during 1956-57 and 1957-58 the failure reports forwarded by the Conciliation Officers have increase by 161 per cent. During 1958-59 the number of	The increase in the number of failure reports is mainly attributable to the following reasons: (1) Tendency on the part of unions engaged in power politics to raise disputes only

disputes has declined by 9 per cent but the failure reports have shown a further rise of 143 per cent.

(ii) The Committee suggest that the reasons for this unhealthy trend may be analysed and suitable remedial measures taken to arrest it.

to keep the workers in a state of agitation.

(2) Inter-union and intra-union rivalry, as a result of which it becomes difficult for a union to arrive at a settlement lest the rival union should condemn the settlement.

(3) Increase in the number of new trade unions coming into existence and the consequent inexperience of the office bearers who are not well versed in the art of negotiation.

(4) Indiscipline among the workers leading to disputes relating to discharges, dismissals, etc. which mostly result in failure.

(5) Tendency on the part of employers to gain time by allowing disputes to go to adjudication instead of securing immediate settlement through conciliation.

(6) Increasing number of disputes relating to the interpretation of the provisions of industry-wise awards, *e.g.* Banking and Coal Mining.

While the trade union leaders at the top are fully conscious of the defects

1	2	3
		enumerated in items (1) and (2) above, there is no immediate prospect of elimination of these defects. A Code of Conduct and the Code of Discipline have already been evolved and an Evaluation and Implementation Machinery has been set up at the Centre and in the States to watch *inter alia* the implementation of these Codes. Though the favourable results of these measures are already noticeable, it will take time for conventions to take deep root before full benefits are seen. As regards item (3), the Scheme for Workers' Education under which the trade union leaders and workers are being trained in the philosophy and methods of working of trade unions is expected to improve matters. With regard to item (4), while the Code of Discipline will, it is expected. reduce indisipline among workers, consequently bringing down disputes of this nature, it will be appreciated that such disputes when they arise are hardly likely to end in settlement in conciliation since it is a question of the individual's bread and butter pitted against the

sense of a prestige issue on the side of the management.

The futility of the tendency indicated in item (5) above is being repeatedly brought home to the managements at the various tripartite conferences and also in specific cases by the Evaluation and Implementation Machinery. With greater emphasis on arbitration the position is expected to improve in course of time.

As for item (6), with industry-wise awards, disputes of this nature are likely to arise and with more and more industry-wise awards, differences over interpretation are too likely to increase. When such differences are genuine and cannot be resolved, authoritative interpretation by a Tribunal becomes necessary.

The matter is further being examined in consultation with the State Governments and the Employing Ministries.

(*Ministry of Labour and Employment O.M. No.* 15/7/61/B. & *A. dated* 23*rd March*, 1961).

The matter has been further examined in consultation with the State Governments and the Employing Ministries.

2. So far as the State sphere is concerned, there was more or less no

1	2	3	4
			increase in the number of failure reports. 3. As regards the Central sphere, the upward trend in the increase of failure reports continued in 1960 although the percentage declined to some extent. In regard to further remedial measures, it has been decided to set up a Training Wing in the Chief Labour Commissioner's Organisation to give necessary training to Industrial Relation Machinery Officers in Conciliation work. There is also a proposal to increase the number of Conciliation Officers. A panel of Arbitrators has also been drawn up to enable the parties to have recourse to arbitration. (*Ministry of Labour and Employment O.M. No.* 15/7/61/B. & A. *dated* 17*th February*, 1962).
42	57	(i) The Committee observe that the total number of irregularities detected by the officers of the C.L.C.'s Organisation during 1957-58 has shown an increase over the previous year except that in respect of the Payment of Wages Act, 1936 (Railways). It has decreased to some extent, although it is higher than in 1955-56. (ii) The fact that a large number of irregularities related to the railway	The following steps have been taken to check the increasing rate of irregularities:— (1) At the instance of this Ministry, the Ministry of Railways have issued instructions to Railway Administrations for proper compliance with the provisions of the Hours of Employment Regulations, 1951, Payment of Wages Act, 1936 and Employment of Children Act, 1938 in their

establishments is a matter of concern.

(iii) The Committee suggest that the matter may be taken up with the Ministry of Railways to explore the ways and means of finding out a satisfactory solution to the problem and to check the increasing trend of defaults.

application to Railways and for expeditious rectification of the irregularities brought to their notice.

(2) At the meeting of Chief Personnel Officers of the Indian Railways convened by the Ministry of Railways in November 1959 the desirability of prompt rectification of the irregularities was emphasised. In order to ensure early rectification, it was decided that Labour Inspectors would meet Divisional Personnel Officers in the divisionalised Railways or the concerned District Officers in the other Railways once in a quarter according to a definite programme to be arranged between them, and that apart from discussing general labour questions, a definite item of the agenda would be the review of the irregularities. The Railway Ministry have issued instructions to the Railway Administrations for implementing the decisions of the meeting.

(3) Instructions have been issued to the Chief Labour Commissioner that in the matter of taking penal action for non-compliance with the various statutory provisions of the Hours of Employment Regulations, the Payment of

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			Wages Act in its application to Railways, Mines and Oil-fields and the Employment of Children Act in its application to railways and major ports, there should be no discrimination in favour of defaulting public enterprises. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. *& A. dated 20th December,* 1960).
45	60	The Committee consider it unfortunate that there should be such large arrears in the work of implementation of the Industrial Employment (Standing Orders) Act, 1946 so far as the central sphere is concerned and suggest that special efforts may be made to wipe off the arrears expeditiously.	The Chief Labour Commissioner has already issued instructions to the Regional Labour Commissioners to clear off the arrears as early as possible. In the meantime the Industrial Employment (Standing Orders) Act, 1946 is being amended so as to provide for the appointment of additional certifying officers to ensure that the work of certifying standing orders is not unduly held up. The Lok Sabha has already passed the amending Bill on the 19th of December, 1960 and it is likely to be passed by the Rajya Sabha in the next session. As soon as the Bill is enacted, further action to appoint additional certifying officers will be taken. (*Ministry of Labour and Employment O.M. No.* 15/11/60/ *B & A. dated 23rd March,* 1961).
47	·65	(i) Due to concurrent jurisdiction of the Ministries of Labour and Em-	The recommendation has been noted. The feasibility of

		ployment and Steel, Mines and Fuel in the matter of execution of the Coal Mines (Conservation and Safety) Act, 1952, two sets of officers are required to go to the same mines and inspect them for recommending the necessary measures, one from the point of view of safety and the other from that of conservation. (ii) The Committee do not see any justification for continuing such a dual agency for the same type of work and suggest that the question of avoiding such duplication of functions may be thoroughly examined to see how best the entire work of inspections, both in respect of safety and conservation, could be performed by a single administrative agency.	making a departure from the existing arrangement is being examined in consultation with the Ministry of Steel, Mines and Fuel. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B & A, *dated 20th December*, 1960).
50	69	The Committee do not see any justification for the post of Inspector of Mines (Welfare) in the Chief Inspector of Mines' Organisation. They recommend that the post should be abolished and the work redistributed among the existing staff.	The Government accepts the recommendation. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B & A, *dated 20th December*, 1960).
52	71	(i) The Committee regret to learn that the requirements of the total number of Inspectors of Mines were not visualised well in time to cope up with target of production of coal as laid down in the Second Plan.	(i) The office was reorganised in December, 1955 (*ie.*, before the commencement of the Second Plan) and the number of Inspectors fixed at 43 to cope with the increased work resulting from targets of pro-

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		(ii) They suggest that the minimum requirements of the technical personnel for the Organisation during the Third Plan may be assessed well in advance and the number of trainees suitably increased to meet the anticipated shortage in order to obviate similar difficulties in future.	duction not only of coal, but of all other minerals. But all the posts could not be filled up for want of suitable candidates. (ii) This suggestion has been noted, but it is of no use to sanction further posts before the existing ones are filled. Owing to the very nature of its work the requirements of the office are of fully trained mining engineers who have considerable experience in the industry. It is not therefore feasible to recruit "trainees" and train them as Inspectors.
		Further information called for by the Committee.	(*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A, *dated 20th Deceber,* 1960).
		Please indicate the steps taken to meet the requirements of Inspectors and Assistant Inspectors. (*L.S.S. O.M. No.* 28-EC-11/60, *dated 15th May,* 1961).	As a result of the advertisement issued by the UPSC in September, 1959, twelve Inspectors of Mines have joined the office of the Chief Inspector of Mines. At present there are only 17 posts of Inspectors vacant. The Commission have again advertised these posts in February, 1961. As regards Assistant Inspectors of Mines, the advertisement issued by the UPSC in December 1959 has not met with any success. As suggested by the Commission it has been de-

			cided to recruit fresh mining graduates as probationer Assistant Inspectors of Mines and give them training in the office of the Chief Inspector of Mines. The relevant terms in this regard have been drawn up and the Commission are being requested to advertise the vacant posts on these terms. (*Ministry of Labour and Employment O.M. No.* 15/7/61/*B. & A, dated 28th July,* 1961).
53	72	(i) The Committee consider it highly unsatisfactory that large amounts have been provided in the budget of the Chief Inspector of Mines' Organisation from year to year without any regard to its capacity for usefully utilising them.	(i) The provision made in the budget was with reference to the sanctioned posts in the organisation for the filling of which the Ministry were taking active steps, such as advertisement through the Union Public Service Commission, upgrading the scales of pay etc. However the suggestion has been noted and will be adhered to in future.
		(ii) The Committee stress the need for better financial scrutiny at all levels to avoid recurrence of this undesirable feature.	(ii) The recommendation of the Committee has been noted. (*Ministry of Labour and Employment O.M. No.* 15/11/60/*B. & A, dated 20th December,* 1960).
54	73	The Committee are of the view that inspections by workmen's inspectors would be of great assistance to supplement the task of the Chief Inspector of Mines' Organisation. They recommend that bipartite safety committees consisting of the representatives of labour and management may be formed early to en-	It is proposed to amend the Mines Act to provide for inspection of mines by workmen's representatives. It is also proposed to amend the Act to provide for bipartite safety committees. Pending the amendment the mine managements have been advised to form safety committees on a voluntary basis.

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		sure effective compliance of the safety measures and precautions.	Several such committees have already been formed and are functioning. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A, *dated 20th December*, 1960).
56	75	(i) From the statement of fines imposed by Courts for offences under the different sections of the Mines Act, 1952 (Appendix VIII) the Committee observe that the penalties are consistently low. The Committee consider it unfortunate that offences under the Mines Act are treated somewhat leniently.	(i) This matter has already been taken up with the State Governments.
		(ii) The Committee are of opinion that offences involving serious risks to the lives of the workers, should be dealt with by *ad hoc* magistrates, who may have studied the actual working of the mines in all its ramifications.	(ii) This suggestion has also already been made to the State Governments.
		(iii) They suggest that the Act may be suitably amended to provide for adequate minimum punishment at least in case of repetition of the same offence.	(iii) While considering amendments to the Mines Act, 1952, the intention was to provide for compulsory imprisonment of persons convicted, for the same offence, a second time. However, in view of the widespread opposition to this proposal from the industry, it was dropped and in its place a new provision for double the ordinary punishment in case of repeated offences was substituted. This provision is a part of the Mines

			(Amendment) Act, 1959 which came into force on 16th January, 1960. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A, *dated 20th December,* 1960).
58	77	The Committee consider that unless competent and trained workmen, operators and officials are available in mines, no programme of safety can make much headway. To ensure uninterrupted supply of trained personnel during the Third Plan, the Committee suggest, that suitable schemes for the training of workmen, operators and officials may be formulated in collaboration with the employers in the mining industry without delay.	The requirement of technical mining personnel for the Third Plan has already been assessed and a number of steps have already been taken to meet it. The question of training all new mine entrants (including operators and officials) and providing training facilities for technicians, supervisory staff and mining engineers has already been referred to an *ad hoc* Committee, whose report is expected shortly. An enabling provision to provide for training has already been made in the Mines Act, 1952. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A, *dated 20th December,* 1960).
		Further information called for by the Committee. Please state if the Report of the *ad hoc* Committee has since been received. If so, the action taken in pursuance thereof may be intimated. (*L.S.S. O.M. No.* 28-*EC*-11/60, *dated 15th May,* 1961).	The Report of the *ad hoc* Committee has not yet been received. (*Ministry of Labour and Employment O.M. No.* 15/7/61/B. & A, *dated 28th July,* 1961).
59	78	The Committee would also like to stress the importance of undertaking publication of suitable safety	The matter of safety education and propaganda has already been referred to an *ad hoc* Committee and

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		literature, illustrated posters, placards, films, etc., by the Chief Inspector of Mines' Organisation on the lines of similar activities undertaken by the Chief Adviser, Factories.	further action will be taken on the basis of its recommendations. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A, *dated 20th December*, 1960).
		Further information called for by the Committee. Please state if the Report of the *ad hoc* Committee has since been received. If so, the action taken in pursuance thereof may be intimated. (*L.S.S. O.M. No.* 28-*EC*-11/60, *dated 15th May*, 1961).	The Report of the ad hoc Committee has since been received and examined in consultation with the employers, workers etc., organisations. It has been decided to set up a National Mine Safety Council, as recommended by the Committee, which will be entrusted with the work of safety education and propaganda in Mines. Nominations for representation on the Council have been called for, and received, from the organisations concerned and action for setting up the Council is being taken. (*Ministry of Labour and Employment O.M. No.* 15/7/61/B. & A, *dated 28th July*, 1961).
63	84	The Committee suggest that the question of maintaining a regular follow-up of the recommendations made by the Industrial Hygiene Team of the C.A.F.'s Organisation may be examined.	Where the responsibility for the administration of the statutory provisions rests with the Central Government, as in the case of the Mines Inspectorate, it has been possible to call for detailed periodical reports with regard to the implementation of the recommendations made. With regard to factories (administered by the State Govern-

			ments), no regular follow-up reports have so far been called from the State Factory Inspectorates. However, the Chief Adviser Factories proposes to evolve some procedure with regard to regular follow-up of the recommendations in consultation with the Chief Inspectors of Factories. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A, *dated 20th December*, 1960).
64	85	In view of the importance and urgency of the problem of undertaking research and survey on physical and environmental conditions in industries, the Committee hope that the necessary amendment to the Employees' State Insurance Act or the Factories Act to enable the conduct of such surveys will be brought forward without undue loss of time.	Research and survey on physical and environmental conditions in industries falls appropriately within the purview of the Factories Act and the question to amend the Factories Act suitably in this regard is under examination. It is felt, however, that a statutory provision for enabling the Employees' State Insurance Corporation also to have surveys carried out would be useful particularly in case of a dispute about the incidence of sickness or occupational hazards in a particular area. In such an event, it may be necessary for the Corporation to have the survey carried out independently of the Factories Act. The recommendation of the Estimates Committee has, therefore, been noted for the amendment of the Employees' State Insurance Act as well. (*Ministry of Labour and Employment O.M. No.* 15/11/60/B. & A, *dated 20th December*, 1960).

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65	86	In order to undertake research and survey on physical and environmental conditions speedily, economically and efficiently in industries where the incidence of sickness was high, the Committee consider that there should be co-ordination at the highest level between the Ministry of Health and the Ministry of Labour and Employment (i) to highlight the problem of industrial hygiene and (ii) to ensure through their respective State counterparts that the results of the studies are applied by the State factories concerned.	On matters of occupational health close co-ordination is maintained between the Ministry of Health and the Ministry of Labour and Employment. So far as the Health Ministry is concerned, industrial health problems are dealt with by the Indian Council of Medical Research. The Deputy Chief Adviser Factories (Medical) is a member of the Industrial Health Advisory Committee of the Indian Council of Medical Research. The Chief Adviser Factories' Organisation has been associated with the Industrial Health Advisory Committee since its inception in 1946. (*Ministry of Labour and Employment O.M. No. 15/11/60/B&A, dated 20th December,* 1960).
71	93	The Committee suggest that the question of making a provision in the Factories Act for the Inspector to hold an enquiry in the factory in which an accident occurs may be expedited.	Action has been initiated with a view to amending the relevant sections of the Act along with a few other proposals for amendment. (*Ministry of Labour and Employment O.M. No. 15/11/60/B&A, dated 20th December,* 1960).
73	95	The Committee suggest that production of short films showing the cause and effect of common occupational health hazards like silicosis, lead and chromic acid poisoning etc. and the precautions to be taken to avoid	This has been noted for guidance. (*Ministry of Labour and Employment O.M. No. 15/11/60/B&A, dated 20th December,* 1960).

		them may also be undertaken by the C.A.F.'s Organisation for exhibition to workers in the concerned industries.	
		Further information called for by the Committee.	
		The steps taken for implementation of the recommendation may be stated.	In pursuance of the recommendations made by the Estimates Committee, the film "Dust—the Killer" has been included in the production programme of films for the year 1961-62. Complete material for the preparation of script has already been furnished to the Ministry of Information and Broadcasting.
		(*L.S.S. O.M. No.* 28-*EC*-11/60, *dated* 15*th May*, 1961).	(*Ministry of Labour and Employment O.M. No.* 15/7/61/*B. & A, dated* 28*th July*, 1961).
74	96	(i) The Committee observe that the number of non-fatal accidents in the docks of major ports (excluding Kandla) recorded a sharp increase during the years 1955 to 1957, compared to the previous years. Though the figure for 1958 has recorded an improvement, it is still very high. (ii) The Committee are of the view that special measures require to be taken in all the major ports to reduce the number of accidents.	(i) and (ii). It has been realised that if any substantial results in accident prevention work are to be achieved, the Inspectors in their efforts to reduce accidents should be supported by organised and co-operative action from all concerned. As a result of continuous efforts, Dock Safety Committees, comprising representatives of the Port Authorities, Dock Labour Boards, Stevedores' and Workers' Unions, have been formed at the Ports of Bombay and Calcutta in the latter part of 1959. A similar Committee is being set up in the Port of Madras. Short-term training courses for the supervisory staff of stevedores and Port Authorities are organised by the Inspectors from time to time.

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			A full-length film on 'Safety in Dock Work' has been produced under T.C.M. aid and will be released shortly. A further training film entitled 'Live and Let Live' dealing with Safety in loading and unloading operations on ships has been obtained from the U.K. Both these films will be shown in the ports for the benefit of dock workers. Dock Accident Bulletins dealing with the prevention of accidents in dock work are issued by the Chief Adviser Factories from time to time for the guidance of all concerned. (*Ministry of Labour and Employment O.M. No.* 15/7/61/B. & A, *dated 20th December*, 1960).

B. 90th port

Sl. No. (as in Appendix XVIII to the 90th Report of the Estimates Committee.	Ref. to Para No. of the Report	Summary of Recommendation/conclusion	Reply of Government
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3	10	The Committee consider that integration of social security schemes as recommended by the Study Group on Social Security would lead to two-fold advantages of laying the foundation of a comprehensive social security scheme and reducing the overhead costs of the individual schemes and suggest its inclusion in the Third Plan.	The intention is to implement the Integrated Social Security Scheme during the Third Five Year Plan, subject to such modifications as may become necessary as a result of consultations with the workers' and the employers' organisations. The Scheme has been recommended to the Plannnig Commission for inclusion in the Ministry's proposals for the Third Five Year Plan. (*Min. of Labour & Employment O.M. No.* 15/13/60/B & A, *dated 20th March*, 1961).
4	14	It is obvious that by meeting only once a year or by not meeting at all, the Medical Benefit Council of the Employees' State Insurance Corporation cannot discharge its functions properly. The Committee suggest that as agreed to by the Director General, Employees' State Insurance Corporation during eviden-	This has been noted for guidance. (*Min. of Labour & Employment O.M. No.* 15/13/60/B & A, *dated 20th March*, 1961).

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		ce the Council should meet more often. *Further information called for by the Committee.* Please state as to how many times the Medical Benefit Council has met during 1960-61. (*L.S.S. O.M. No.* 28-*EC*-11/60, *dated 2nd June*, 1961).	Twice. (*Min. of Labour & Employment O.M. No.* 15/9/61/*B. & A. dated*, 31st *August*, 1961).
5	16	The Committee suggest that efforts should be made to have the Regional Boards of the Corporation set up in Assam and Mysore also without further delay.	The Regional Boards for the States of Assam and Mysore were set up on the 14th March and 24th September, 1960, respectively. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March*, 1961).
6	17	The Committee are of the view that Regional Boards should meet at least twice a year so that they can perform the duties entrusted to them satisfactorily.	The Regional Directors who act as Secretaries of the Regional Boards in their respective Regions, have been advised to ensure that the Regional Boards meet at least twice a year. They have further been advised to bring this matter to the notice of the Chairman and members of the Regional Boards. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March*, 1961).
15	32	The Committee suggest that the recommendations of the one man (Mudaliar) committee, whose terms of reference include an assessment of the working of panel and service systems, may be awaited before taking decision in favour of one	The recommendations of the One-Man Committee (Dr. A. L. Mudaliar) are under examination in consultation with the Employees' State Insurance Corporation and the State Governments. Meanwhile, both the panel and service systems

system or the other. In the meantime the Committee consider that ways should be found for overcoming the difficulties of the panel system, but their existence should not by themselves be allowed to vitiate the case for that system which has its own advantages from the point of view of patient-doctor relationship.

18 35 In view of the fact that resort to the practice of obtaining false certificates of sickness seems to be not uncommon under the Employees' State Insurance Scheme, the Committee suggest that effective steps should be taken to remedy the situation.

are being utilised and the State Governments have been requested to improve the services under the panel system and plug the loopholes. Constant vigil is also being kept by the Employees' State Insurance Corporation.

(*Min. of Labour & Employment O.M. No. 15/13/60/B & A, dated 20th March, 1961*).

In the instructions to Insurance Medical Officers/Insurance Medical Practitioners on certification issued by the Corporation, they have been advised to issue a certificate of sickness only if the insured person actually needs *abstention from work on medical grounds*. Their attention is invited against laxity in cerfication as a result of pressure from the workers or the Trade Unions. They are further advised to make a reference in all doubtful cases to the Medical Referees for advice and consultation. The Medical Referees check the clinical records of insured persons at the clinics of doctors.

Under Regulation 105 of the Employees' State Insurance (General) Regulations, 1950, incapacity references are initiated by the Local Office Manager, for a second medical examination of the insured persons by the Medical Referee. In suspected cases of malingering and where an insured person brings certificates of incapacity of short duration at frequent intervals, the Local Office Manager initiates a 'Priority'

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			reference for an immediate examination of the insured person by the Medical Referee. Constant watch on the disbursement of cash benefits and receipt of certificates at Local Offices is also kept. For any large scale persistent increase in the number of certificates in any area, the attention of the State Government and the Administrative Medical Officer is invited for remedial measures. Frequent visits to the dispensaries and examination of the insured persons by the Medical Referees have been effective in bringing down rate of certification. Officers of the Corporation also pay surprise visits. (*Min. of Labour & Employment O.M. No.* 15/13/60/B & A, *dated* 20*th March*, 1961).
20	20	Since the workers generally have large families, the Committee consider that provision of family planning advice and guidance should be an important function of the E.S.I. Corporation, and suggest that it should be provided to all workers as well as families covered by the Scheme. In this connection the Corporation, and suggest that it attention to paragraph 9 of their 88th Report where the matter of family planning has been dealt with at greater length.	The Corporation has already agreed that family planning guidance should be a part of family medical care under the E.S.I. Scheme. The State Governments have been asked to make necessary arrangements. A majority of the States, where the families have been covered for medical care, have agreed to the proposal. The matter is being actively pursued with other State Governments. A separate reply will be sent with reference to the Committee's recommendation in para 9 of their 88th Report.

			(*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March*, 1961).
22	41	The Committee feel that the workers may not be aware of the facility of getting payment of their cash benefits by money order irrespective of the amount involved at the cost of the E.S.I. Corporation, and therefore, not taking advantage of it. They recommend that the various State units may be asked to bring this facility pointedly to the notice of the workers.	Small leaflets in Regional languages explaining to the insured persons that they can receive cash benefits by money order without any cost, and requesting them to avail of this facility, are being distributed regularly. Painted notices drawing the attention of the insured persons to this facility are now being displayed on the boxes provided for depositing medical certificates. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March*, 1961).
24	44	The Committee suggest that the Central Board of Trustees of the Employees' Provident Fund Scheme should meet at least twice a year, if not more frequently in future to discharge its functions effectively.	Government is in full agreement with the recommendation. The Central Board of Trustees will be requested to meet at least twice a year in future to discharge its functions. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B. & A, dated* 20*th March*, 1961).
25	45	The Committee are of the view that the Regional Committees should meet at regular intervals if they are to discharge the functions entrusted to them properly. They suggest that a provision should be made in the Scheme that the Regional Provident Fund Commissioner who acts as Secretary of the Committee may also arrange to call a meeting after	The Chairmen of the Regional Committees have been requested to convene frequent and at least two meetings of Regional Committees every year. Para 22(2) of the Employees' Provident Funds Scheme, 1952 already provides for the convening of meetings of the Regional Committee by the Regional Provident Fund Commissioner in consul-

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		consulting the Chairman and that the meetings of each Regional Committee should invariably be convened at least twice a year.	tation with the Chairman of the Committee. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B. & A, dated* 20*th March,* 1961).
30	51	The Committee are broadly of the view that it would be advisable to extend the benefits of the Scheme to as wide a section of the population as possible. They also suggest that the employees in commercial establishments should be covered gradually.	An amending Bill for reduction of the limit of employment strength for coverage of an establishment under the Employees' Provident Funds Act which is at present 50, to 20 or more persons, is being prepared and will be introduced in Parliament as early as possible. This will considerably widen the coverage under the Act. The question of extending the Act to commercial establishments such as banks, cinemas, theatres, general trading concerns, hotels and restaurants, etc. is also under examination. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March,* 1961).
32	56	The administration of the Scheme on a uniform basis in various States was stated as not possible since divergent rulings had been given on certain matters (referred to in para 56) by different High Courts. The	Necessary orders for the administration of the Scheme in composite factories on an uniform basis have been issued. A suitable provision is being made in the Act by an amending Bill intro-

		Committee suggest that if there is any lacuna in the Act it should be made up by bringing forward a suitable amendment to the Act. The Committee are of the view that once the employees are brought under the Scheme, they should not normally be deprived of that advantage subsequently.	duced in Lok Sabha on the 9th September, 1960 to provide that the Act shall continue to apply to an establishment even when its employment strength falls below the statutory limit, subject to the condition that the Act shall not apply if the number of persons employed remains less than 15 for at least one year. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March*, 1961).
33	57	The Committee suggest that a decision on the scales of pay and gratuity for the staff of the Regional Offices which was held up pending decision on Pay Commission's Report should now be taken early. They also recommend that the service regulations for the officers and staff of the Organisation should be finalised early.	The Central Government scales of pay and pension-*cum*-gratuity scheme have already been sanctioned for the employees of the Employees' Provident Fund Organisation. The Staff Regulations for the employees have also been prepared and these will be finalised shortly. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March*, 1961).
34	58	The Committee are of opinion that close vigilance over the delays on the payments of advances, refunds and final withdrawals is called for. They consider that the Regional Committees could be usefully entrusted with reviews of cases of delays.	Government is in full agreement with the recommendation and necessary instructions for its compliance have been issued to all concerned. (*Min. of Labour & Employment O.M. No.* 15/13/60/*B & A, dated* 20*th March*, 1961).

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37	60	The Committee consider that the proposed amendment to the Employees' Provident Fund Scheme to provide for advances for house building particularly through the co-operatives is a step in the right direction.	Necessary amendment to the Scheme in this regard has been made *vide* notification No. G.S.R. 374 dated the 28th March 1960, which was placed on the Table of Lok Sabha on the 12th April, 1960. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961).
38	62	The Committee recommend that necessary steps should be taken to have the full complement of the Inspectors simultaneously with the extension of the Scheme to an industry so that the schedule of inspections laid down may be adhered to.	The posts of Provident Fund Inspectors in the Employees' Provident Fund Organisation are sanctioned after taking into account the number of establishments covered and the number of subscribers (both in non-exempted and exempted establishments). Generally the detailed information in this regard becomes available 2 or 3 months after the date the Act actually becomes applicable to the new industry. However every effort would be made to place the requisite number of Inspectors in position as soon as possible after coverage of new industries, although it may not be possible to place full complement additional hands required simultaneously with coverage of additional industries as some time is necessarily required for obtaining sanction for new posts and for making

			selection of suitable candidates through Employment Exchange or the Union Public Service Commission as the case may be, to fill the posts. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March,* 1961).
41	65	The Committee suggest that a pamphlet giving in simple language the salient features of the Employees' Provident Fund Act and the Scheme may be brought out for educating the workers about its benefits. They also recommend that arrangements should be made for giving publicity to the benefits derived under the Scheme in exhibitions, fairs, etc. held by the Government of India and the State Governments. The observations made in regard to publicity apply with equal force to some other schemes and activities of the Ministry of which the workers are unable to take full advantage at present for want of adequate knowledge of the same.	Steps to publish a pamphlet giving the salient features of the Employees' Provident Fund Act and the Scheme have already been taken. Whenever exhibitions etc. are held by the Central or State Governments, arrangements for giving proper publicity to the benefits derived from the Employees' Provident Fund will be made. So far as other schemes and the activities of the Ministry are concerned, necessary publicity arrangements exist. Reports, pamphlets and brochures are issued from time to time for educating the workers about the benefits of the schemes. Pictorial and statistical charts are displayed in exhibitions. The recommendation of the Estimates Committee has been noted for guidance. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March,* 1961).

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44	72	The Committee suggest that the decision taken to delink the Coal Mines Provident Fund Scheme from the Bonus Scheme should be implemented early.	It has been decided to place the question of delinking the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme before the next meeting of the Industrial Committee on Coal Mining to be held in March 1961. Final decision in this regard will be taken after receipt of the recommendation of the Industrial Committee on Coal Mining. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March,* 1961).
		Further information called for by the Committee. The final decision taken in the matter may please be advised. (*L.S.S. O.M. No.* 28(*B*)*EC-II*/60, *dated 2nd June,* 1961).	The proposal to delink the Coal Mines Provident Fund Schemes from the Coal Mines Bonus Schemes was placed before the Industrial Committee on Coal Mining at its last session held at New Delhi on the 25th and 26th April 1961 and the proposal was accepted by the Committee. A draft notification regarding necessary amendments in the main Coal Mines Provident Fund Scheme has been prepared to give effect to the above decision and it is hoped to finalise and notify this

			shortly. Thereafter, action will be taken to amend the other Coal Mines Provident Fund Schemes. (*Min. of Labour & Employment O.M. No.* 15/9/61-*B & A, dated* 31*st August,* 1961).
46	74	The Committee trust that early decision will be taken regarding the construction of the quarters for the staff at Dhanbad and that suitable provision for the staff-quarters made. *Further information called for by the Committee* The latest position in the matter may please be stated. (*L.S.S. O.M. No.* 28(*B*)*EC-II*/60, *dated* 2*nd June*, 1961).	The matter is still under consideration of this Ministry. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A. dated* 20*th March,* 1961). As recommended by the Board of Trustees earlier, necessary Government administrative approval and expenditure sanction for the construction of two quarters for officers and 35 quarters for staff of the Coal Mines Provident Fund Organisation at Dhanbad, for which estimates and plans were prepared earlier, was issued on the 5th June 1961. The Executive Engineer, Coal Mines Welfare Works, Dhanbad, who will execute the work, has been instructed to take up the work immediately. (*Min. of Labour & Employment O.M. No.* 15/9/61-*B & A, dated* 31*st August,* 1961).
47	77	At present, interest at the rate of 6¼% is added to all the outstanding dues from the employers on principle of equity although there is no provision in the rules or the Act. The Committee suggest that the necessary Amendment to the Act and the rules may be made at an early date.	The Coal Mines Provident Fund and Bonus Schemes Act, 1948 is proposed to be amended shortly to remove certain existing lacunae in the said Act. A provision for recovery of interest as recommended by the Estimates Committee has also been included in the proposed amend-

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			ment to the Act and the same will be finalised as early as possible. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961).
48	80	The Committee are of the view that a decision on the bifurcation of the inspection work between the Industrial Relations Machinery and the Coal Mines Provident Fund Commissioner should be taken early since uncertainty in the matter would only make for less systematic enforcement of the Scheme.	The system of co-ordination of work between the Inspectors of the Coal Mines Provident Fund Organisation and the Inspectors of the Industrial Relations Machinery has been discontinued with effect from 1st January 1961. The Inspection work relating to the Coal Mines Provident Fund and that of the Industrial Relations Machinery has thus been entrusted to the Inspecting Staff of the respective Organisations with effect from the said date. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961).
49	82	The Committee are of the view that the inspection machinery of the Bonus Scheme should be tightened up to ensure that bonus legitimately due is not denied by the employers by taking recourse to manipulation in attendance record and other unfair means. They consider that these irregularities would be minimised if every worker gets such a pay docket at the time of payment	The Chief Labour Commissioner has issued detailed instructions to his field officers for proper enforcement of the Coal Mines Bonus Scheme. The Coal Mines Bonus Scheme has also been amended requiring employers to maintain a prescribed bonus register showing the attendance, absence, sick leave, etc., of the worker. Amendment to the Payment of Wages Act, 1936 for the

		of wages containing an account of the wages payable to him, the wage period and the particulars of fines and deductions. The proposed amendment to the Payment of Wages Act 1936 for this purpose should be expedited.	issue of pay dockets to the workers at the time of disbursement of wages is being expedited. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961).
50	83	The average amount of bonus earned by a worker has increased from Rs. 22·1 to Rs. 33·1 during the years 1956-57 to 1958-59. While appreciating such efforts of the Organisation as have contributed to this result, the Committee are of the view that there is scope for further intensification of effort to achieve better results by putting a stop to malpractices on the part of the employers.	The Chief Labour Commissioner has issued detailed instructions to his field officers for proper enforcement of the Coal Mines Bonus Scheme. The Coal Mines Bonus Scheme has also been amended requiring employers to maintain a prescribed bonus register showing the attendance, absence, sick leave, etc., of the workers. Amendment to the Payment of Wages Act, 1936 for the issue of pay dockets, to the workers at the time of disbursement of wages is being expedited. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961).
55	91	(i) The Committee regret to note that while on the one hand the amenities provided to the miners are far from adequate, on the other there are large accumulated balances. (ii) They invite attention to para 17 of the 20th Report (Second Lok Sabha) of the Public Accounts Committee and trust that the Organisations and the Ministry will take effective steps to ensure maximum utilisation of the funds for the purposes intended in the Acts and give	(i) & (ii). For proper utilisation of the Funds, two Five Year Plans were drawn up by the Organisation. Large amounts remained unspent owing to general delay in the implementation of the schemes or non-implementation of a few in spite of the best efforts of the Coal Mines Welfare Commissioner. The reasons for the holds-up due to which provision made in the plan could not be fully utilised and targets could not be reached were mainly the poor response of colliery owners

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		a better account of their performance in the near future.	to subsidy schemes relating to housing, dispensary services, etc. non-finalisation of agreements due to various points raised by the colliery owners, non-starting of construction works for want of land, building materials, delay in getting supply of equipments, delay in getting suitable technical staff and obtaining opinion or views of other departments. Necessary remedial measures are being taken. (*Min. of Labour and Employment O. M. No.* 15/13/60-*B & A, dated* 20*th March,* 1961).
57	98	Looking to the fact that the Bhuli Township is suffering from some shortcomings relating to some of the basic amenities like inadequate water supply and transport and lack of electricity and marketing facilities, the Committee suggest that they may be overcome and necessary amenities provided early.	The position regarding water supply has already been explained. The Railway Board has recently arranged for a flag station at the Bhuli Township. The station has since started functioning. A private bus is also plying from Bhuli to Dhanbad. An estimate for internal electrification of the quarters at the township has also been approved by the Housing Board. Electric street lighting has already been provided in the township. There are already many shops in the township and the Dhanbad Bazar is also at a distance of 2/3 miles from the township. Establishment of a

58	95	(i) The Committee understand that so far not a single house has been constructed for mica miners under any of the schemes. The question of undertaking construction work departmentally by the Mica Mines Labour Welfare Organisation, may be finalised early so as to make a beginning during the next financial year. (ii) They emphasise the need to launch a special drive to accelerate the tempo of the housing programmes for coal and mica miners in order that the targets laid down in the Second Plan may be fulfilled.	shopping centre in the township is also under consideration. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961). Sanction has been accorded to the construction by the Fund of two departmental housing colonies in Bihar each consisting of fifty houses. The question of extending this scheme to the mica fields of Andhra Pradesh and Rajasthan is under consideration. The following steps have been taken to accelerate the tempo of housing programmes for coal miners:— (a) Sanctions for houses applied for by the individual collieries are communicated with least possible delay. (b) Steps are taken to ensure quick payments for the work done by the colliery managements. (c) Colliery owners are allowed to proceed ahead with constructional works pending finalisation of the agreements. (d) Assistance is rendered by the Coal Mines Welfare Commissioner in the matter of land acquisition by the colliery owners for construction of	39

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			houses under the New Housing Scheme. (e) Director General of Supplies and Disposals and Iron & Steel Controller have been requested to give priority in the matter of supply of steel, asbestos sheets and other building materials.
		(iii) For this purpose they suggest that the financial sanction to the future housing schemes of the Organisation may be obtained sufficiently in advance and their execution according to schedule ensured.	This is already being done. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961).
59	96	(i) Looking to the fact that the successive efforts of the Coal and Mica Mines Labour Welfare Organisations for providing minimum housing facilities to miners have not met with the desired response from the mine owners, the Committee have no doubt that suitable amendments to the bye-laws of the Mine Boards of Health by the respective State Governments, which may make it obligatory on the mine owners to provide housing facilities of the prescribed standards to their workers, will have a salutary effect. (ii) They therefore suggest that the question may be pursued further	(i) and (ii). The matter is already under consideration. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961).

with the State Governments and taken up in the State Labour Ministers' Conference, if necessary.

Further information called for by the Committee

The latest position in the matter may please be stated.

(*L.S.S. O.M. No.* 28(*B*)*EC-II*/60, *dated 2nd June*, 1961).

1. The question is being pursued with the State Governments concerned. The Government of West Bengal have expressed the view that the Asansol Mines Board of Health is not competent to amend the bye-laws to compel colliery owners to provide houses for their workers. The Government of Bihar are still considering the matter in consultation with the Government of West Bengal.

2. In the meantime the Industrial Committee in Coal Mines at its eighth session held in New Delhi in April 1961 considered *inter alia* whether it would be sufficient if the State Governments ensure that the Mines Boards of Health assume and exercise powers for compelling mine owners to construct houses of the requisite standard, and in cases of default, for recovering the cost thereof from mine owners, or whether the Central Government should bring forward a separate legislation on the lines of section 15 of the Plantations Labour Act 1951. The Committee did not favour any of these ideas, but recommended a Low-cost Housing Scheme for coal miners contemplating construction by the Coal Mines Labour Housing Board of one lakh cheap houses and barracks over a period of five years

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			at colliery sites on land provided by colliery owners. The cost of construction will be entirely borne by the Board and it will not exceed Rs. 1300/- for a two-roomed house and Rs. 2600/- for a barrack. Administrative approval and expenditure sanction for construction of 25000 houses and 417 barracks at a cost of Rs. 3.392 crores have already been issued. [*Min. of Labour & Employment O.M. No.* 15/9/61-*B&A, dated* 31*st August,* 1961].
61	98	(i) Unless the requirement of houses for miners is properly assessed, no perspective housing plan could be formulated on a realistic basis. The Committee therefore suggest that a survey may be undertaken by the Coal and Mica Mines Labour Welfare Organisations to determine the reasonable percentage of the miners that ought to be provided with the housing facilities.	(i) A sample survey is proposed to be taken up by the Welfare Personnel Training Institute at Bhuli in the Jharia Coal field very shortly. A similar survey in mica mines of Bihar will also be arranged.
		(ii) The Committee also recommend that as model employers, all the collieries in public sector should provide adequate housing facilities to the miners employed by them.	(ii) The suggestion has been noted. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March,* 1961].
		Further information called for by the Committee Please state if the proposed sample surveys have since been instituted.	(i) A survey on housing conditions in Jharia and Raniganj Coalfields was conducted in August 1960 by the Welfare Personnel Training Institute, Bhuli. The results of this survey were taken into account

		(*L.S.S. O.M. No.* 28(*B*)*EC-II*/60, *dated 2nd June*, 1961).	while formulating the Low-cost Housing Scheme. A sample survey was also conducted in mica mines in Bihar circle by the Mica Mines Welfare Commissioner. The Chairmen of the Mica Mines Labour Welfare Fund Advisory Committees of Andhra Pradesh and Rajasthan have been requested to conduct similar surveys. (ii) The suggestion has been brought to the notice of the Ministry of Steel Mines and Fuel who are concerned with coal mines in the public sector. [*Min. of Labour & Employment O.M. No.* 15/9/61-*B&A, dated* 31*st August*, 1961].
62	99	The Committee suggest that the provision of adequate water supply to all the coalfields may be expedited.	At the seventh session of Industrial Committee on Coal Mining, the question was discussed and the consensus of opinion was that the whole question of water supply in the Coalfields should be examined by the Industrial Committee at its next meeting when some definite proposals could be formulated. In November 1959 it was suggested to the State Governments concerned that they should set up statutory water boards in the larger coalfields, somewhat on the lines of the Jharia Water Board set up by the Government of Bihar, with necessary powers to levy cess, execute schemes and to sell water to consumers. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961].

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		Further information called for by the Committee. The latest position may please be stated. [*L.S.S. O.M. No.* 28(B)*EC-II/60, dated 2nd June,* 1961.]	The following steps have been taken to expedite the provision of adequate water supply to coalfields: (1) *Statutory Water Boards.*—In November 1959 it was suggested to the State Governments concerned that they should set up Statutory Water Boards in larger coalfields. The Government of West Bengal have initiated action to set up a Statutory Water Board. The Governments of Andhra Pradesh, Maharashtra, Orissa and Rajasthan have said that there is no need to set up Water Boards in their States. There is already the Jharia Water Board in Bihar. The Government of Bihar do not consider it necessary to set up any other Board. (2) *Financial assistance to implement Raniganj Water Supply Scheme.*— The Government of West Bengal have requested for the grant of Rs. 1·5 crores and a loan of Rs. 2·5 crores to implement the Water Supply Scheme for the Raniganj Coalfields costing about Rs. 5 crores. The Scheme has been studied by a Committee consisting of the Asstt. Director General, Health Services, the Coal Mines Welfare Commissioner and the Chief Engineer (Public Health Engineering),

West Bengal. The Assistant Director General of Health Services has suggested some modifications in the scheme with a view to improve it and to reduce the cost. The Government of West Bengal have been requested to modify the scheme suitably.

(3) *Subsidy Cum-loan to the Jharia Water Board.*—The Damodar Water Supply Scheme of the Jharia Water Board for augmenting its supplies is estimated to cost about Rs. 66 lakhs. It has been decided to give the Board the necessary financial assistance after getting the technical aspects of the scheme vetted by the Ministry of Health.

(4) *Financial assistance to colliery owners.*—The Coal Mines Welfare Organisation has been extending financial assistance on an *ad hoc* basis where good and feasible schemes are put forward by the colliery owners. M/s. Shaw Wallace and Co. have been paid Rs. 1·48 lakhs as grant for the water supply scheme for Pench Valley Coalfields. Payment of a sum not exceeding Rs. 3·325 lakhs to M/s. Singareni Colliery has also been approved for the water supply scheme for Kothaguium collieries. Schemes of other employers are

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			also being considered, as and when received. [*Min. of Labour & Employment O.M. No.* 15/9/61-*B&A, dated* 31*st August*, 1961].
64	103	The Committee suggest that the question of having a T.B. Clinic attached to each of the Regional Hospitals of the Coal and Mica Mines Labour Welfare Funds may be decided without loss of time.	The question has already been taken up and necessary estimates are under preparation. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961].
65	104	The Committee suggest that the scheme of domiciliary treatment of T.B. introduced in Bihar and West Bengal may be extended to all coalfields in India and a similar provision be made for the mica mine workers also.	Steps for extension of the scheme in other coalfields have already been taken up. A scheme for the mica miners is also under consideration. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961].
66	105	Since the Ministry of Health are administering the National Malaria Control Programme and granting financial assistance to that effect, the Committee suggest that the question of recovering the expenditure incurred on the anti-malarial operations by the Coal Mines Labour Welfare Organisation from the Ministry of Health on which it is a legitimate claim may be examined.	The anti-malaria unit of the Coal Mines Labour Welfare Organisation is being treated as an unit under the National Malaria Control Programme and financial assistance granted to all other units by the Ministry of Health is admissible to the unit of the Coal Mines Labour Welfare Organisation. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961].

67	106	(i) The Committee consider that the progress in regard to the provision of pithead baths and creches is extremely unsatisfactory and calls for sufficiently firm measures to ensure compliance of their obligations by the employers.	(i) The present position in regard to the provision of Pithead Bath at coal mines is appended below:— Total number of collieries liable to provide Pithead Bath under the Rules—555. Total number of collieries exempted from the provision of Pithead Bath —157. Total number of collieries which require to provide Pithead Bath—398. Total number of collieries where Pithead Bath has been provided—215. The colliery companies who have not complied with the Coal Mines Pithead Bath Rules have been prosecuted in the court of law. The Mines Creche Rules were applicable to all the coal mines where the attendance of women workers was even one during the preceding twelve months. Since the amendment to the Mines Creche Rules, 1946, the Mines Creche Rules are now applicable to those mines where the women workers are 50 on any one day of the preceding twelve months. According to the new Mines Creche Rules, 1959 only 175 collieries are required to provide creche. Out of these 153 collieries have already provided creches. The collieries who have not provided creches, have been prosecuted and

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			are being prosecuted for breach of Mines Creche Rules. Section 73 of the Mines Act, 1952 which is the penal section, has been amended to provide for enhanced punishment for contravention of the aforesaid Rules.
		(ii) They also stress the need to ensure that the pithead baths are actually located near the pitheads.	(ii) Previously Pithead Bath were constructed by the colliery managements on sites of their own selection as there was no provision in the Coal Mines Pithead Bath Rules for approval of site by the competent authority i.e. the Coal Mines Welfare Commissioner. Subsequently the Rules have now been amended providing for approval of the site of the Pithead Bath by the competent authority. This is now being done keeping in view the suggestion. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961].
70	110	(i) The Committee consider it unfortunate that various sections of the Multipurpose Institutes of the Coal Mines Labour Welfare Organisation have remained ineffective in carrying out the objectives in view.	(i) to (iii) The suggestions have been noted. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March*, 1961].

(ii) The Committee hope that their working will be thoroughly overhauled in the light of the suggestions made by the Evaluation Committee.

(iii) The Committee would like to reiterate the recommendation of the Evaluation Committee that every effort should be made to revive the local committees which were found to be moribund in many places.

Further information called for by the Committee.

Steps taken to implement the recommendation may please be stated.

[*L.S.S. O.M. No.* 28(*B*) *EC-II/60, dated 2nd June*, 1961.]

The working of the Multi-purpose institutes has been over-hauled in the light of suggestions made by the Evaluation Committee. They have been put under the direct charge of social welfare organisers. Separate games supervisors have been appointed. The recreational and social education activities have made progress.

The Local Committees of the Multi-purpose Institutes have been revived. Instructions have been issued to the Welfare Organisers to have periodical meetings of the Local Committees and to maintain minutes thereof properly. These are examined by Inspecting Officers during the course of their inspections and their comments recorded for necessary action.

[*Min. of Labour & Employment O.M. No.* 15/9/61-*B&A, dated* 31*st August*, 1961].

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71	111	The Committee suggest that the recommendations of the Evaluation Committee may also be made applicable to the Multi-purpose Institutes under the Mica Mines Labour Welfare Organisations.	The Chairman of the three Advisory Committees under the Mica Mines Labour Welfare Fund have been requested to improve the working of the Multi-purpose Centres in the light of the recommendations of the Evaluation Committee. [*Min. of Labour & Employment O.M. No.* 15|13|60-*B&A, dated* 20*th March,* 1961].
72	116	The Committee regret that no solution has yet been found for the problem of illicit recruitment under the Tea Districts Emigrant Labour Act, though some sugggestions in this respect were made by the Controller of Emigrant Labour, Shillong as early as in 1957. They recommend that an early solution of the problem should be worked out in consultation with the State Government.	The question of amendment of the Tea Districts Emigrant Labour Act, 1932 with a view to *inter alia* checking illicit recruitment was considered by the Industrial Committee on Plantations at its 9th session (3rd meeting—New Delhi. 3-8-1960) wherein the Government of Assam was also represented. Necessary action to amend the Act in pursuance of the recommendations of the Committee is being taken. [*Min. of Labour & Employment O.M. No.* 15/13/60-*B & A, dated* 20*th March,* 1961].
	11	The Committee do not consider it justifiable to have 8 Class IV members as against about 15 other members in the staff of the Controller of Emigrant Labour, Shillong. There is no adequate justification to have separate dak, office and personal	One of the Class IV posts in the office of the Controller of Emigrant Labour has been abolished with effect from 30-12-1959. In this connection it may be stated that the question of checking illicit recruitment for tea gardens in Assam was *inter alia*

		orderlies. They recommend that the number of Class IV staff should be substantially reduced.	considered at the 9th session of the Industrial Committee on Plantations (3rd meeting—New Delhi—3rd August 1960), when it was decided to strengthen the C.E.L.'s Organisation. It has accordingly been proposed to add 4 Inspectors to the Controller's staff. With the appointment of additional Inspectors, further reduction in the number of Class IV employees is not feasible. [*Min. of Labour and Employment OM. No.* 15/13/60-*B & A, dated 20th March,* 1961].
74	122	The Committee were informed that the provisions of a large number of I.L.O. conventions though not formally ratified had also been embodied in the existing law and executive procedure and practice. The Committee suggest that steps may be taken to ratify as many of the conventions as possible by suitable legislative measures.	This is already being done to the extent possible. The practice followed in this regard is that soon after the International Labour Conference adopts a few Conventions, they are examined in detail in consultation with the Workers' and Employers' Organisations, State Governments, Ministries etc. Within a period of 18 months from the date of the adoption of the new Conventions, a statement indicating the present position in law and practice in India in regard to these Conventions and the action taken or proposed to be taken on them is placed before the Parliament. The older Conventions that still remain unratified are also constantly kept under review. A tripartite Committee set up specifically for this purpose meets from time to time and suggests the course of action that might be taken in regard to them. In the last two years

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			4 Conventions *i. e.* Nos. 100, 107, 88 and 111 have been ratified. Instances of undertaking legislation either through amendments to the existing legislation or by enacting fresh legislation for bringing the law in line with the requirements of the Conventions are not rare. The recent amendments to the Employment of Children Act, 1938, Payment of Wages Act, 1936 and the Workmen's Compensation Act, 1923 and the Motor Transport Workers Bill, 1960 introduced in the Parliament in its last Session are instances of this type. Such measures are, however, feasible only when the gap between the existing conditions in the country and the requirements of the Conventions is very narrow, and not when the realities of economic situation are far removed from the provisions of the I.L.O. Conventions to be enforced. [*Min. of Labour and Employment O.M. No.* 15/13/60-B & A, *dated 20th March,* 1961].

CHAPTER III

REPLIES OF GOVERNMENT THAT HAVE BEEN ACCEPTED BY THE COMMITTEE.

A. 84th Report

Serial No. as in Appendix XI to the 84th Report of the Estimates Committee.	Reference to paragraph number of the Report	Summary of the recommendations/ conclusions	Reply of the Government
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3	7	(i) The Committee suggest that an evaluation of the working of the extant tripartite negotiating machinery set up by the Ministries of Railways and Defence may be undertaken by the Ministry of Labour and Employment to see how far it had succeeded in its objectives and whether it could be emulated by the other Ministries of the Government of India. (ii) It may also be examined how far the extension of the arrangement to other employing Ministries would reduce the expenditure on the Central Industrial Relations Machinery under the Ministry. (i) The Committee consider it unfortunate that a cumbersome procedure had to be adopted for verification of trade union membership due to existence of mutual suspicion amongst various organisations of workers.	Government have since decided to establish standing joint consultative machinery (on the Whitley model) for all Central Government establishments including Railways and Defence establishments. Details of the scheme are being worked out. The Joint Consultative Councils to be set up will replace the existing consultative machinery in Railways and Defence. It is considered that the working of the proposed joint councils should be observed for some time before the question of any evaluation is taken up. [*Min. of Labour and Employment* O.M. No. 15/11/60-B & A, dated 23rd March, 1961]. The recommendation has been carefully examined. The present procedure has been framed in consultation with the Trade Union Federations concerned and with their concurrence in order to meet all the

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		(ii) They recommend that the procedure of verification of Trade Union Membership should be reviewed by Government from the point of view of its simplification and bringing about a reduction in the total expenditure involved and time required for it.	difficulties of the situation. Government do not think that any further improvement is possible in the verification procedure at least for the time being. [*Min. of Labour and Employment O.M. No.* 15/11/60*B* & *A, dated* 20*th December,* 1960].
6	11	In order that Parliament may have an idea of the amount of expenditure involved in the work of verification of trade union membership from year to year, the Committee suggest that details of this charge may be shown separately in the annual statement of demands for grants.	It is not feasible to show the expenditure to be incurred on verification separately as officers engaged on regular work of the Chief Labour Commissioner's Organisation also perform verification work, and similarly officers engaged on verification work when such assistance is necessary, do undertake other normal work of the Chief Labour Commissioner's Organisation. Regional Labour Commissioners also supervise regular as well as verification work. Besides, there is the common office building, staff, telephone, stationery, etc., for officers doing the regular work and those engaged on verification work. At best, it might be possible to give an indication of the size of the staff engaged on verification work together with an estimate of the cost of verification arrived at by suitable apportionment of overheads and making adjustments for over-lapping functions. It is proposed to include a note to this effect

			under "Notes on Important Schemes" at the end of the Book of Demands, in the Annual Statement of Demands for grants for the next financial year. [*Min. of Labour and Employment O.M. No.* 15/11/60B & *A, dated 20th December,* 1960].
9	10	The Committee consider that it would be interesting and useful if a comparative study is made of the levels of wages in both the public undertakings and the neighbouring private enterprises in relation to the cost of living index as well as the amenities provided in both the sectors.	Under the Survey of Labour Conditions Scheme of the Labour Bureau information is being collected regarding total earnings of workers separately for men, women and children etc. in each unit during one wage period. Information on levels of earnings in public and private sector undertakings will be made available by the Scheme. [*Ministry of Labour and Employment O.M. No.* 15/11/60-*B* & *A, dated 20th December,* 1960].
10	17	(i) The Committee are of the view that the wage boards have to play an important role in the matter of fixation of wages and emphasise the desirability of constituting them early in some more industries like plantations and jute. The Committee realise that the payment of wages cannot be unrelated to the out-turn and hope that labour on its part will play its due role in increasing production. (ii) The Committee consider that the large mass of material gathered by the wage boards already constitu-	A Wage Board for the jute industry has been set up. Necessary action is being taken to set up separate Wage Boards for tea, coffee and rubber plantations, in accordance with the recommendations made by the industrial Commitee on Plantations at its meeting held in April 1960. [*Ministry of Labour and Employment O.M. No.* 15/11/60-*B* & *A, dated 20th December,* 1960]. The recommendation has been noted.

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		ted could be analysed and sifted with a view to make available to the wage boards to be constituted hereafter for other industries all such portions of the material which are of common value in determination of wages in those industries.	
13	19	In the course of evidence the representative of the Ministry shared the view of the Committee that it would be desirable that only workers actually borne on the establishment of a factory should serve on the Joint Management Council. It was found that in some cases they were not of the particular establishments. In order to ensure that the Joint Management Councils function effectively the Committee consider it essential that the representatives of labour on a Council must be the worker-employees of the establishment concerned and not anyone who is not in that particular establishment for then the very object of the scheme will be defeated.	The recommendation of the Estimates Committee that only workers actually borne on the establishment of a factory should serve on the Joint Management Council is acceptable in principle. But where the parties concerned by argeement include a limited number of outsiders in the membership of Joint Councils, it would be difficult to object as that would defeat the very object of the scheme. The Constitution of a Joint Council is generally based on an agreement entered into by the management with the trade union concerned. The inclusion of non-employee members in the councils cannot therefore be a matter of imposition. It is possible only through mutual agreement. The conclusion arrived at by the first Seminar on Labour-Management Co-operation held in January-February, 1958, was that "Employees' representatives should be employees themselves; but, if the trade union so feels, it can appoint non-employee

members to the extent of not more than 25 per cent. of its quota. If the employers have no objection, the number of non-employee members may be raised to two". The question also came up before the Second Seminar held in March, 1960, in connection with the composition of the Joint Council in a particular establishment and no objection was raised by any organisation to the inclusion of a non-employee member on an agreed basis.

[*Min. of Labour & Employment O.M. No.* 15/11/60, *B & A, dated* 20*th December*, 1960].

13	21	(i) The Committee regret to note that the progress reports received by the Ministry of Works, Housing and Supply so far have not revealed any substantial progress in construction of houses for workers by the employers.	The matter is under examination in consultation with the concerned Ministries and with the Planning Commission. [*Min. of Labour & Employment O.M. No.* 15/11/60, *B & A, dated* 23*rd March*, 1961].
		(ii) They suggest that the feasibility of attaching a condition to a licence for an industry—at least in the case of a large scale industry—to the effect that a sufficient percentage of its workers would be provided with houses within a certain time, may be examined by the Ministry in consultation with the Ministries of Commerce and Industry and Works, Housing and Supply.	

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		Further information called for by the Committee. The latest position in the matter may pleased be stated. (*L.S.S. O.M. No. 28-EC-II/61, dated 15th May, 1961*).	The matter is still under consideration in consultation with the Ministries concerned and the Planning Commission. [*Min. of Labour & Employment O.M. No. 15/7/61, B & A, dated 28th July, 1961*].
14	22	The Committee are of the view that the interspersing of houses for different categories of employees in the same areas/blocks will serve to eliminate class consciousness and caste prejudices, disguised or otherwise. Sharing of common amenities like schools, play grounds, recreation centres dispensaries canteens, shopping centres etc. etc. will tend to engender a feeling of belonging to a common family, among employees of the different categories serving in the same establishment.	This has been brought to the notice of the Ministry of Works, Housing and Supply and other Employing Ministries of the Government of India for necessary action. [*Min. of Labour & Employment O.M. No. 15/11/60, B & A, dated 20th December, 1960*].
15	23	The Committee suggest that the feasibility of constituting a statutory Central Control Board to deal with some special problems attendant on schemes of rationalisation which may have repercussions over more than one State, for all the industries in which rationalisation has to be put into effect may be examined by Government.	The matter is under consideration in consultation with the Ministry of Commerce and Industry. [*Min. of Labour & Employment O.M. No. 15/11/60, B & A, dated 20th December, 1960*].

		Further information called for by the Committee. Th latest position in the matter may please be furnished. (*L.S.S. O.M. No. 28-EC-II/60, dated 15th May,* 1961).	The matter has been examined by the Government. Since there are special arrangements for implementation of rationalisation schemes in the Cotton Textile and Jute Industries and also since rationalisation taking place elsewhere is broadly governed by the Model agreement to guide employers, in regard to rationalisation, arrived at the 15th session of the Indian Labour Conference the Government do not consider it necessary to pursue the recommendations of the Estimates Committee at present, especially when the State Governments have not approached them with their difficulties in such matter. [*Min. of Labour & Employment O.M. No.* 15/7/61, *B & A, dated 28th July,* 1961].
16	25	(i) The Committee regret to observe that large amounts were successively provided in the budget of the Workers' Education Scheme without any reasonable prospect of its implementation during the course of the year.	The reason for the non-utilization of the amount provided in the budget was due to late finalisation of the details of the Scheme.
		(ii) They stress the need to effect better financial scrutiny in the Ministry so as to avoid recurrence of this nature and to expedite implementation of this important scheme during the remaining period of the Plan.	The recommendation has been noted. [*Min. of Labour & Employment O.M. No.* 15/11/60, *B & A, dated 20th December,* 1960].
17	26	With the emergence of India as a Republic wedded to the idea of a Welfare State and a Socialist Pattern of Society, the Committee consider that efforts in the direction of pro-	The Organisations of Industrial Employers have been requested to advise their constituent members to make liberal provision of welfare amenities for their workers. The

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		viding welfare facilities to the workers call for a special drive.	Employing Ministries of the Government of India have also been requested to initiate the necessary drive in the matter of providing welfare amenities to the workers in the industrial undertakings under their administrative control. [*Min. of Labour & Employment O.M. No.* 15/11/60, *B & A, dated* 20*th December*, 1960].
18	27	The Committee consider it desirable to lay down some norms for the provision of amenities to the staff and workers of the public undertakings and their families, such as housing, educational, medical and recreational facilities, compulsory insurance, pension etc. and suggest that the matter may be examined by Government.	It is proposed to conduct a survey for finding out the existing welfare amenities available to workers in the public and private sector undertakings for examining the possibility of laying down norms for the provision of the same. [*Min. of Labour & Employment O.M. No.* 15/11/60, *B & A, dated* 20*th December*, 1960].
19	31	(i) The Committee observe that there has been a disproportionate rise in the number of posts borne on the supervisory and non-supervisory cadres in the Ministry (Secretariat) during the years 1951-52 to 1959-60. (ii) The Committee recommend that review of the present staff position	The Committee's recommendation has been intimated to the Special Reorganisation Unit and the O. & M. Division for compliance and also noted in the Ministry for necessary action. [*Min. of Labour & Employment O.M. No.* 15/11/60, *B & A, dated* 20*th December*, 1960].

		and the other connected matters like O. & M. work study etc. in respect of the Ministry of Labour and Employment (Secretariat), should be undertaken by the Special Reorganisation Unit in collaboration with the O. & M. Division.	
29	32	(i) The present strength of 26 daftries and 34 peons for 28 Sections in the Ministry (Secretariat), excluding those attached to the officers, appears to be excessive. (ii) The Committee suggest that the present strength of daftries and peons in the Ministry may be revised in the proportion of 1 daftry and 1 peon for two Sections, which should be normal ratio.	There are 30 Sections/Units in the Ministry and not 28. All of them are not located in the North Block but are situated at different places in 'M' and 'P' Blocks. Adm./Establishment, Cash and C.R. Sections by nature of their work require the services of full time daftries and peons to maintain the speed and efficiency and avoid delays and inconvenience. Taking into account the normal daily absenteeism among Class IV staff and considering the imperative need to provide Class IV assistance to all, we have revised the strength of daftries and peons and rationalised their distribution in such a way that groups of 3 to 4 Sections in charge of one Branch Officer each are located at one place sharing 2 peons and 1 Daftry as against 3 to 4 peons/Daftries which is the permissible sanctioned strength. Even one peon is shared by two officers because of shortage. Whereas our officers' strength has increased in the last two years, no addition to Class IV staff has been made. As and when the Ministry gets accommodation to house it as a compact Unit, the strength of the Class IV staff will be

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			re-examined with a view to complying with the recommendation of the Committee. [*Min. of Labour and Employment OM. No. 15/11/60/B. and A. dated 23rd March,* 1961.]
21	33	(i) The Committee observe from the statement given in para. 33 that the number of receipts in the Ministry (Secretariat) have increased by 33 per cent. during the years 1956-57 to 1958-59, while the total number of the dealing staff has increased by more than 40 per cent. Even then, there has been an increase of 7·6 per cent. in the average annual carryover of the primary receipts remaining undisposed of in the last quarter of the corresponding year. (ii) The Committee consider that the above facts point to the necessity of launching a two pronged drive to effect economy and to improve the existing standard of efficiency in the Ministry.	The number of the dealing staff and the number of receipts during the year 1959-60 are given below: (a) No. of dealing staff. 219 (b) No. of receipts. 1,96,229. Comparison of the two figures would show a slight increase in the percentage of staff over the receipts. This is because the staff employed in the Research Division, Central Registry, Library and Parliament Unit is included in the total while the receipts dealt with by them have not been taken into account for the purposes of comparison as the O. & M. procedures are not applicable to them. If the staff of these sections is excluded from the total strength of the staff the increase in the percentage of staff over receipts would not be so marked. Increase in the carry over of receipts is not necessarily indicative of a fall in the efficiency. For example, receipts pertaining to legislation, legal cases concerning defaults in payment of provident fund dues by employers, implementation, interpretation,

			amendments of the Acts and Schemes, recognition of Trade Unions, pension and gratuity cases, conferences and meetings, Labour disputes etc. normally take a long time for disposal because of the examination, investigation and inquiry involved in such cases. Work of this nature has been steadily increasing in the Ministry and the number of receipts of the kind mentioned above are on the increase. Efficiency in disposal cannot, therefore, be judged by mere numbers alone. However, with a view to exploring the possibilities of achieving further economy and ensuring a better standard of efficiency, review of staff position, Work Study etc. will be undertaken in collaboration with the Special Reorganisation Unit and the O. & M. Division as already recommended by the Estimates Committee *vide* para 31 of their report above. [*Min. of Labour & Employment O.M. No.* 15/11/60/B & A, *dated 20th December,* 1960].
22	34	(i) The Committee recommend that a suitable plan to provide accommodation to the attached and subordinate offices of the Ministry in Delhi and various parts of the country should be formulated and taken up early for execution. (ii) Such a plan should also include residential accommodation for the staff to the extent absolutely necessary.	Not accepted. *Grounds*: The Ministry of Works, Housing and Supply, responsible for providing office and residential accommodation to Central Government offices and their staff from the general pool, have stated that accommodation in the general pool has already been constructed in Simla, Delhi, Bombay

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			and Calcutta and that it is proposed to construct accommodation at Madras, Bangalore, Hyderabad and Nagpur in the Third Five Year Plan. They have added that the Ministry of Labour and Employment and its attached offices can take their chance with other Ministries for allotment of accommodation and that there is no special justification for permitting the Labour Ministry to construct their own buildings as the question of shortage applied equally to other Ministries. Ministry of Works, Housing and Supply, however, agree that at places where there is no general pool accommodation the Ministry of Labour and Employment are at liberty to formulate proposals on the subject after taking into account whether private buildings at economic rate are available or not. 2. The recommendation of the Estimates Committee has, therefore, not been accepted as most of the offices of the Ministry of Labour and Employment are located at places where general pool accommodation is available or would be made available during the Third Five Year Plan. 3. However, some of the attached/subordinate offices which are facing special accommodation difficulties have their own plans for constructing

			office/residential accommodation either on their own or through the Ministry of Works, Housing and Supply, for example, the office of the Chief Inspector of Mines at Dhanbad had sanctioned in 1959 construction of 73 residential quarters of various types through the Ministry of Works, Housing and Supply. Another proposal for construction of 80 quarters during 1961-62 is being forwarded to that Ministry. The Coal Mines Provident Fund Organisation also at Dhanbad has under consideration proposal for constructing 37 residential quarters for the staff and 2 bungalows for the officers. The office of the Coal Mines Labour Welfare Fund, Dhanbad has its own engineering staff for construction of office/residential accommodation out of its own funds as and when required. The Director General, Employees' State Insurance Corporation has built its own building for housing the headquarters and the Regional offices in Delhi. 4. At other places, where general pool accommodation is not available, private accommodation at economic rate is available. [*Min. of Labour & Employment O.M. No.* 15/11/60/B&A, *dated the* 23rd *March*, 1961].
4	37	An important part of Chief Labour Commissioner's functions is to render assistance to the formation and main-	The recommendation of the Committee has been brought to the notice of the Chief Labour Commissioner.

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		tenance of voluntary machinery and Works Committees in industrial establishments. While the voluntary machinery should be allowed to retain its character, the Organisation should see to it that it remains active and fulfils its objectives.	The office of the Chief Labour Commissioner is already keeping a close watch on the setting up of works committees, their functioning and the difficulties experienced by the employers and workmen in setting up works committees. The Chief Labour Commissioner is submitting a quarterly report giving detailed particulars regarding setting up and functioning of these committees to the Ministry. Where works committees have ceased to function, the reasons thereof are ascertained and necessary follow-up action is taken by the Chief Labour Commissioner. [*Min. of Labour & Employment O.M. No.* 15/11/60/*B&A, dated the* 20*th December,* 1960].
26	39	The Committee suggest that the question of properly defining the scope of the Works Committees in consonance with the guiding principles drawn up by the tripartite committee of the Indian Labour Conference may be examined.	The Tripartite Committee referred to was of the view that the scope of works committees should not be laid down in any rigid manner. The guiding principles drawn up by the Committee have already been brought to the notice of all concerned (for example, all State Governments, the Central organisations of workers and employers and the Employing Ministries). [*Min. of Labour & Employment O.M No.* 15/11/60/*B&A, dated the* 20*th December,* 1960].

sioner would remove the element of elasticity which is necessary at this stage, when public sector undertakings have functioned only for a limited period;

(c) Departmental officers can exercise better supervision and coordination than an outside agency like the Chief Labour Commissioner;

(d) Division of responsibility for the provision of funds for welfare and the administration of welfare amenities between two organisations (the undertaking on the one hand and the CLC on the other) is likely to lead to administrative difficulties; and

(e) Any scheme of centralisation will lead to practical difficulties in working and will not be conducive to good labour relations.

[*Min. of Labour & Employment O.M. No.* 15/7/61-*B&A. dated 20th September,* 1961.)

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(i) The Committee are of the view that the work of verification of membership of trade unions is a type of work distinct from the normal functions undertaken by the Chief Labour Commissioner's organisation.

(ii) They therefore suggest that the designation of the Regional

Generally, the officers who are assigned the verification work are experienced officers and they have to be selected from amongst the existing offices of the Central Industrial Relations Machinery. For administrative purposes, a number of officers have to be transferred every now and then from verification to regular work and *vice versa.*

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		Labour Commissioner and the other officers dealing with the work of verification in the Chief Labour Commissioner's organisation may be suitably changed to conform to the nature of duties assigned to them.	Change of designation will, therefore, create some complications and confusion. Moreover, when the verification work is in full swing, practically almost all the regular officers have to be pressed in service for verification work in addition to their other duties, in order to complete the work as expeditiously as possible. Similarly when the regular Conciliation Officers and Labour Inspectors are hard pressed with work, Conciliation Officers and Labour Inspectors on the verification side go to their assistance if they themselves happen to be comparatively free. For this purpose, officers on the verification side have already been declared *inter alia* as Conciliation Officers. Any change in the designation of the officers employed on verification work is bound to give rise to administrative difficulties. Besides, trade unions are now used to these designations and understand the rank and status of the officers which help in securing their co-operation in verification work. This co-operation and help from the unions is essential as the verification procedure has no legal backing. For the reasons stated above, Government do not consider that it is

			sioner would remove the element of elasticity which is necessary at this stage, when public sector undertakings have functioned only for a limited period; (c) Departmental officers can exercise better supervision and coordination than an outside agency like the Chief Labour Commissioner; (d) Division of responsibility for the provision of funds for welfare and the administration of welfare amenities between two organisations (the undertaking on the one hand and the CLC on the other) is likely to lead to administrative difficulties; and (e) Any scheme of centralisation will lead to practical difficulties in working and will not be conducive to good labour relations. [*Min. of Labour & Employment O.M. No.* 15/7/61-*B&A. dated 20th September,* 1961.)
33	48	(i) The Committee are of the view that the work of verification of membership of trade unions is a type of work distinct from the normal functions undertaken by the Chief Labour Commissioner's organisation. (ii) They therefore suggest that the designation of the Regional	Generally, the officers who are assigned the verification work are experienced officers and they have to be selected from amongst the existing offices of the Central Industrial Relations Machinery. For administrative purposes, a number of officers have to be transferred every now and then from verification to regular work and *vice versa.*

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			advisable to change the designation of the officers engaged on the task of verification of membership of trade unions. [*Min. of Labour & Employment O.M. No. 15/11/60/B&A, dated the 20th December*, 1960].
34	49	The Committee recommend that the functions undertaken at present by the Welfare Adviser in the C.L.C.'s Organisation may be entrusted to the Regional Labour Commissioners and the post of the Welfare Adviser be abolished. Any residual work that may remain may be entrusted to the Deputy Chief Labour Commissioner.	The recommendation is under examination in consultation with the concerned Employing Ministries like the Ministry of Commerce & Industry, etc. [*Min. of Labour & Employment O.M. No. 15/11/60/B&A, dated the 20th December*, 1960].
		Further information called for by the Committee:	
		The result of the examination of the recommendation may please be intimated. (*L.S.S. O.M. No. 28-EC-II/60, dated (15th May*, 1961.)	The recommendation is still under examination in consultation with the Employing Ministries. (*Min. of Labour & Employment O.M. No. 15/7/61-B&A. dated 28th July*, 1961].
35	50	(i) The Committee no doubt consider the work of collection, collation and interpretation of statistical information and evaluation of the benefits of awards, settlements and enactments for which the Chief Labour Commissioner has proposed appointment of Research Officers to be an important work, but since	The matter will be examined along with the revised proposals for the re-organisation of the Chief Labour Commissioner's Organisation. The Estimates Committee's recommendations will be kept in view. [*Min. of Labour & Employment O.M. No. 15/11/60/B&A, dated the 20th December*, 1960].

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		the Ministry have a full fledged Evaluation and Implementation Section for this work, they are not convinced about its necessity at two different levels. (ii) They are of the view that the additional work contemplated by the Chief Labour Commissioner should be managed by the existing officers under him by suitable adjustment of duties. *Further information called for by the Committee*: Please state whether the proposed appointment of Research Officers has since been made. (*L.S.S. O.M. No.* 28-*EC-II*/60, *dated* 15*th May*, 1961).	The posts of Research Officers have not yet been sanctioned. The examination of the reorganisation proposals of the Chief Labour Commissioner's Organisation has been kept pending till the Special Reorganisation Unit of the Ministry of Finance completes its scrutiny of Chief Labour Commissioner's office. [*Min. of Labour and Employment O.M. No.* 15/7/61/*B&A*, *dated* 28*th July*, 1961).
30	31	(i) There are 7 posts of daftries and 14 posts of peons in the Central Office of the Chief Labour Commissiioner. The number appears to be excessive. (ii) The Committee invite attention to their observations made in para. 32 of this report and suggest that	There are at present ten Sections and two Units in the office of the Chief Labour Commissioner. Out of 7 daftries, one is in C & B Section, who, besides his normal duties such as stitching/repairing of files, tracing of papers, maintenance of records, etc. attends to presentation of bills in the Treasury, receiving

the present strength of Daftries and Peons may be revised in the proportion of one Daftry and one Peon for two Sections.

cheques, encashing them, making payments to private parties, distribution of stationery to Sections and Units and officers. One daftry is very essential in C & B Section, as there is no separate 'Barkandaz' or peon for cash work. Another daftry is engaged on despatch and receipt work. A third daftry is posted in the Library which is getting a number of journals, periodicals and newspapers and has about 3,000 books at present. He is resposible for keeping them carefully after circulation, pasting correction slips in various Labour Acts, Rules, Codes and Service Rules and Regulations and stitching copies of the Gazette of India. He also attends to the normal work of daftry in the O & M Section. The remaining 4 daftries are working for the remaining 8 Sections and 2 Units.

As regards peons, six Peons and one Jamadar are working with 11 Officers (excluding Section Officers). Two other peons are for despatch and delivery of dak. The remaining six peons are working for 12 Sections and Units and the stenographers. The functions and activities of the office of the Chief Labour Commissioner have considerably increased since it was created in 1945. Moreover, some new Sections and Units have been set up in recent years and additional officers also appointed at headquarters without any corresponding increase in the strength of daftries and peons. It will thus be

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			seen that the strength of Daftries and Peons in the Chief Labour Commissioner's office is not excessive. Endeavour will however be made to keep a check on further growth. [*Min. of Labour & Employment O.M. No.* 15/11/60/*B&A, dated the* 20*th December*, 1960).
37	32	The Committee do not quite appreciate the reasons stated for the separate existence of the O & M Section in the Chief Labour Commissioner's Organisation, especially when it does not undertake O & M work in the true sense of the term. They suggest that the section may be abolished, effecting economy thereby and its work transferred to Administration Section.	The Chief Labour Commissioner has reported that besides all O & M matters pertaining to the headquarters and regional offices, the O & M Section in his office deals with a variety of other matters such as vigilance and disciplinary cases, appeals, office and residential accommodation, departmental manual, library, collection of statistical data relating to Central undertakings, etc. Thus, this section is mainly doing some administrative and other types of work and that O & M. forms a very minor part of the work of this Section. The functions and activities of the Chief Labour Commissioner's organisation having increased in recent years and other Sections also already having heavy pressure of work, there can be no question of distributing the work of O & M Section among other Sections.

			In the circumstances, it will not be possible to do away with this Section but in conformity with the nature of work handled in this Section and to avoid confusion and misunderstanding, the name of O & M Section has since been changed to Administration-II Section. (*Min. of Labour & Employment O.M. No.* 15/11/60/*B&A, dated the 20th December*, 1960).
33	53	In order to effect economy and to increase efficiency and output of work, the Committee suggest that systematic O & M studies *vis-a-vis* staff requirements of the central and regional offices of the Chief Labour Commissioner may be undertaken and followed up by the O & M Section of the Ministry of Labour and Employment.	The recommendation has been noted for necessary action. (*Min. of Labour & Employment O.M. No.* 15/11/60/*B&A, dated the 20th December*, 1960).
43	58	(i) The Committee regret to observe that the total number of inspections carried out by the Labour Inspectors of the Chief Labour Commissioner's Organisation has gone down from 29,349 in 1956 to 25,521 in 1958 even though there has been an increase in their strength.	(i) A number of posts of Labour Inspectors remained vacant during the years 1956, 1957 and 1958 and, as a result thereof, 50 officer-months were lost in 1956, 74 in 1957 and 161 in 1958. Thus the increase in the number of Labour Inspectors was neutralised to a large extent by the loss of officer-months by way of leave and non-availability of officers during the years 1957 and 1958. The question of sanctioning a leave reserve for the cadre *inter alia* of Labour Inspector is under consideration with a view to providing substitutes when an officer proceeds on leave, etc.

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		ganisation should not be subordinated to any other work. (ii) They suggest that the administrative requirements of the work of verification of trade union membership may be reassessed and its execution so phased that diversion of the staff from statutory inspection work may be avoided.	Officers) are utilized for verification work in addition to their other duties. If this assistance is not given during the peak period, verification work would be considerably delayed. The only other course would be to have large additional staff for verification, which will involve considerable additional expenditure. Besides, it is not advisable that in an organisation, officers should work on an air-tight-compartment basis. Government are, therefore, of the opinion that the verification work is of such a nature that a certain amount of diversion of inspection staff is unavoidable. Every care will, however, be taken to ensure that the discharge of statutory responsibilities does not suffer. (*Min. of Labour and Employment O.M. No.* 15/11/60/*B&A. dated 20th December*, 1960).
46	61	(i) The Committee consider it desirable to appoint women welfare officers in factories, mines and plantations having a large proportion of women workers. (ii) It is rather unfortunate that a majority of States have not complied with the above recommendation. They suggest that the question	It is not quite clear what the Committee has in view when it refers to "a large proportion of women workers". It may be difficult to have separate women Welfare Officers for women only. The whole question of appointment of Welfare Officers is proposed to be discussed at a meeting of the Standing Labour Committee on which all the

		may be taken up by Government at the next Labour Ministers' Conference.	State Governments and Employers' and Workers' Organisations are represented. (*Min. of Labour & Employment O.M. No.* 15/11/60/B & A, *dated 20th December*, 1960).
		Further information called for by the Committee:	
		Please state if the proposed discussion on the question of appointment of Welfare Officers has since been held. If so, the result of the discussion may please be intimated. (*L.S.S. O.M. No.* 28-*EC-II*/60, *dated* 15*th May*, 1961).	It may be difficult to have separate women Welfare Officers for women only. The whole question of appointment of Welfare Officers is proposed to be discussed at a meeting of the Standing Labour Committee on which all the State Governments and Employers' and Workers' Organisations are represented. However, before doing so, it was considered necessary to have certain factual information in the matter from the State Governments, etc. A circular letter to this effect has already been sent and replies are being received. (*Min. of Labour & Employment O.M. No.* 15/7/61/B&A, *dated 28th July*, 1961.)
48	66	In the absence of any organised machinery to check the conditions governing the grant of exemptions to mines as specified in the Mines Act, 1952, the Committee suggest that a sample survey to assess the	Till recently the procedure for grant of exemption from the Mines Act, 1952 was to exempt mines falling under certain categories by means of an executive notification and to withdraw the exemption and apply

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		extent of fulfilment of conditions granting exemptions from all the provisions of the Mines Act, excepting sections 44, 45 and 46 may be undertaken by the Organisation of Chief Inspector of Mines.	the Act to such of the individual mines falling under these categories which no longer fulfilled the conditions governing the exemption. This procedure has been changed with the coming into force of the Mines (Amendment) Act, 1959 on the 16th January, 1960. The conditions governing the exemption have now been incorporated in the Act itself and mines which do not fulfil these conditions have to observe the provisions of the Act just like any mine in the non-exempted category. The notice of mining operations which they are required to give under the law will enable the Inspectorate to take action for enforcement of the Act. However the State Governments have been requested to give information regarding the extent of fulfilment of the conditions governing exemption by such mines. In the circumstances, the sample survey suggested by the Committee is not considered necessary. (*Min. of Labour and Employment O.M. No.* 15/11/60/*B&A, dated* 20*th December,* 1960).
49	68	(i) A new post of Additional Chief Inspector of Mines was created in 1958 on a permanent basis. The Committee are unable to see any	(i) The post of Additional Chief Inspector of Mines was sanctioned on a permanent basis to cope up with additional work of a permanent

justification for the post being created straightaway on a permanent basis. They are of the view that a new post such as this should normally be created on a temporary basis. Its permanent need should be carefully assessed on its working for a reasonable period. The renewal of the temporary post from time to time would also provide occasions for a reappraisal of the administrative efficiency resulting from the continuation of the post.

(ii) The Committee suggest that the workload of Additional Chief Inspector of Mines may be examined *vis-a-vis* that of Chief Inspector of Mines to see if the permanent retention of the former post is fully justified.

nature as a result of—

(a) the increase in the number of mines under the Mines Act with the integration of Part B States;

(b) the considerable expansion of the mining industry (which will be at a still faster pace in the coming years);

(c) the coming into force of the Coal Mines Regulations, 1957 which added greatly to the statutory duties of the Chief Inspector of Mines; and

(d) the strengthening of the junior cadres in the office (as many as 35 permanent posts of Regional Inspectors, Inspectors and Assistant Inspectors were created in December, 1955).

The post was originally proposed to be created in December, 1955 along with the other posts referred to above but it was created only in January, 1958 when with the coming into force of the new Coal Mines Regulations it was realised that the increase of work was beyond the manageable charge of the Chief Inspector of Mines. At the time of creation of the post, the Government gave careful consideration to the question of sanctioning it on a temporary basis but decided to create it on a permanent footing for dealing with work and problems of a permanent nature. By the re-

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			organisation of the Department in 1955, the strength of the Department had been doubled and there were no doubts whatever that this post would be needed on a permanent basis. (ii) The work-load carried by the Additional Chief Inspector during the past two years has more than justified the necessity of the post on a permanent basis. The Additional Chief Inspector, subject to the ultimate authority of the Chief Inspector, is in permanent charge of assigned administrative and professional duties, maintains supervision over Regional Inspectors and Electrical Inspectors and is virtually the Chief Inspector when the latter goes on tour which is quite extensive. The overall charge of the entire administration, especially in the absence of the Chief Inspector, cannot be placed with one of the two Deputy Chief Inspectors as the latter have their own regular duties to perform and will not be able to assume authority over all senior officers. The Additional Chief Inspector is also the Vigilance Officer of the office. (*Min. of Labour and Employment O.M. No. 15/11/60/B&A, dated 20th December, 1960*).

51	70	The Committee do not see sufficient justification for the post of Assistant Administrative Officer in the Chief Inspector of Mines' Organisation and recommend that it should be abolished.	When the post of Administrative Officer (formerly designated as PA to the Chief Inspector of Mines) was created in 1943, the sanctioned strength of the Office of the Chief Inspector of Mines was 87 as against over 600 at present. The budget grant of the office during 1943-44 was Rs. 2.82 lakhs as against Rs. 25.2 lakhs estimated in the budget for 1960-61. There has thus been considerable increase in the personnel and monetary allocation of the office involving a large-scale increase in the volume and scope of duties of the Administrative Officer. To cope with the increased work, the creation of the post of Assistant Administrative Officer became absolutely essential. With a view to relieving technical officers of administrative and accounting functions as far as possible, the Administrative Officer has since been delegated necessary powers in this regard. This has further added to his duties and responsibilities. The post of Assistant Administrative Officer is thus indispensable and cannot be abolished. (*Min. of Labour and Employment O.M. No.* 15/11/60/B&A, *dated 20th December*, 1960).
55	74	The Committee are not convinced by the reasons given for a large number of acquittals and withdrawals	The figures under consideration relat to a period when conditions wer

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		of cases instituted under the Mines Act, 1952/Rules and Regulations. This disturbing feature of the working of the Act calls for an investigation to ascertain how far the acquittals and withdrawals were due to the technical and administrative drawbacks in the Organisation and for suitable remedial measures.	not normal from many points of iew, *viz.* (a) The validity of old regulations etc. was in doubt; (b) The law section was still under creation and staff were not familiar with Mines Act cases. (c) Most of the inspecting officers were new and had little experience of law Courts. In the circumstances, the figures of less than 4 per cent. for cases withdrawn are not considered to be high. The percentage of acquittals has fallen from 34 per cent. in 1956 to 26 per cent. in 1957 and 21 per cent. in 1958, showing a distinct improvement. There is no doubt, however that due to shortage of inspecting and legal staff, this aspect has not received the attention that it deserves. While inspecting officers are now paying more attention to the requirements of law, proposals to strengthen the law section of the Mines Department are under formulation. (*Min. of Labour and Employment O.M. No.* 15/11/60/B&A, *dated* 20th *December*, 1960).

57	74	(i) The Committee are surprised to learn that none of the Mining Boards constituted under Section 12 of the Mines Act, 1952 has met during the years 1956 to 1958. (ii) The Committee do not consider the procedure of seeking members' approval by circulation of papers as satisfactory. They are of the view that the procedure adopted by the Boards is not likely to fulfil the objectives for which they are constituted. (iii) They trust that the Mining Boards will meet at least twice in a year.	The functions of the Mining Boards are primarily confined to considering draft amendments to rules and regulations and appeals against the decisions of the Chief Inspector of Mines under the Regulations in certain cases. Since this work is only of an occasional nature, there may be no occasion for the Boards to meet during a particular year. The Committee's recommendation has, however, been brought to the notice of the Chairman of the various Mining Boards. (*Min. of Labour and Employment O.M. No.* 15/11/60/*B&A, dated* 20th *December,* 1960).
60	80	The instances cited in para 79 point to the need of undertaking a review of the working of the mines in public sector so as to make them models in all respects. The Committee trust that the matter will receive due consideration by the Ministry of Steel, Mines and Fuel and the Ministry of Labour and Employment.	The recommendation has been brought to the notice of the Ministry of Steel, Mines and Fuel for necessary action. (*Min. of Labour and Employment O.M. No.* 15/11/60/*B&A, dated* 20th *December,* 1960).
68	83	Looking to the industrial and technological development envisaged in the Third Plan, the Committee consider that the C.A.F.'s Organisation should lay stress on a systematic study of the hazards involved in various occupations and on education of workers and management in those matters, besides the normal investigations connected with the safety problems in industries.	Noted. The Chief Adviser Factories' Organisation has been bringing out a quarterly bulletin called the Industrial Safety & Health Bulletin, copies of which are supplied to Factories and Trade Unions for a nominal annual subscription of Rs. 2.50 nP. More intensive work in this field will be possible when the Central Labour

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			Institute, Bombay and the three Regional Labour Institutes proposed to be set up at Kanpur, Calcutta and Madras start functioning fully. Each of these Institutes will have a Museum of Industrial Health, Welfare and Safety which will serve as a centre of training and visual demonstration in occupational safety and health. The Organisation has helped in the production of two documentaries, one dealing with general safety and the other with industrial hygiene. Three training films—(1) Safety in metal working, (2) Safety in Wood-working, and (3) Safety in Dock Work—have been produced with financial assistance from T.C.M. and these films are being used for training purposes. (*Min. of Labour and Employment O.M. No.* 15/11/60/*B&A, dated* 20*th December,* 1960).
66	27	The Committee suggest that the question whether the scheme of the Productivity Centre administered by the C.A.F.'s Organisation could function better as a limb of the National Productivity Council under the Ministry of Commerce and	The question whether the Productivity Centre administered by the Chief Adviser Factories' Organisation would function better as a limb or an integral part of the National Productivity Council was fully examined in conjunction with the

		Industry, may be examined by Government.	Ministry of Commerce and Industry. It was decided after considerable discussions that the Productivity Centre, being an integral part of the work of the Central Labour Institute, had its own distinctive part to play separately from that of the National Productivity Council which, as at present constituted, is a purely promotional body. At the time when the National Productivity Council was constituted, Government in the Labour Ministry and the Commerce and Industry Ministry felt that the National Productivity Council should utilise the existing organisations which are doing technical work in the field of Productivity and since the Central Labour Institute of which the Productivity Centre only forms a part is one such recognised organisation for specific productivity studies, the Ministry of Labour consider that its work would very much assist the National Productivity Council in the productivity movement if it remains with a technical organisation and does not form part of a promotional body. (*Min. of Labour & Employment O.M. O.M. No.* 15/11/60/*B&A, dated* 20*th December,* 1960).
87	88	(i) The Committee do not agree with the view that the Scheme of Training Within Industry administered by the Chief Adviser Factories' Or-	The matter is under consideration in consultation with the Chief Adviser Factories and the Director

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		ganisation bears no relation with the other vocational training programmes organised by the Directorate of Resettlement and Employment.	General of Employment and Training. (*Min. of Labour & Employment O.M. No. 15/11/60/B & A., dated 23rd March, 1960*).
		(ii) The Committee suggest that the question of transfer of the Scheme of Training Within Industry to the Directorate General of Resettlement and Employment, may be examined by the Ministry.	
		(*Further information called for by the Committee*).	The matter is under consideration in consultation with the Chief Adviser Factories and the Director General of Employment and Training.
		The latest position in the matter may please be stated.	(*Min. of Labour & Employment O.M. No. 15/7/61/B. & A., dated 28th July 1961*).
		(*L.S.S. O.M. No. 28-E-C-II/60, dated 15th May, 1961*).	The Training-Within-Industry Centre is concerned only with the training of Training Officers for industry using the basic T.W.I. techniques. The officers deputed for training are staff personnel holding positions of middle management and the facilities are availed of by industry both in public and private sectors, by the Defence Services and other governmental agencies and by commercial establishments. The activities of the T.W.I. Centre supplement the

activities of the other sections of the Central Labour Institute and the training programmes have been extended to cover communication, conference leading, job safety and various other management development aspects. The T.W.I. Centre will form part of the Central Labour Institute which will be an institution wholly concerned with education, training and research in labour and allied problems. The Chief Adviser Factories is responsible for the setting up of the Central Labour Institute. This Ministry feels that from the point of view of administrative convenience and for more effective implementation of the programme on the shop-floor it is desirable that the T.W.I. Centre continues under the charge of the Organisation of the Chief Adviser Factories, which has more contact on the shop-floor and in fact it is this which has helped to promote the activities of the Centre.

(*Min. of Labour & Employment O.M. No.* 15/7/61/B. &. A. *dated* 9th *December* 1961).

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88 90 (i) The Committee are not convinced about the necessity of having the post of Joint Chief Adviser, Factories by the C.A.F.'s Organisation considering that the Chief Adviser is assisted by four Deputy Advisers and eleven Assistant Advisers.

(i) The reasons for creating the post of Joint Chief Adviser Factories are briefly as follows: Due to considerable expansion in the activities of the Productivity Centre and the Training-Within-Industry Centre, much planning work is required to

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			be done in connection with the starting of the other divisions of the Central Labour Institute and the Regional Centres. It, therefore, became absolutely necessary that the Chief Adviser Factories should have the assistance of a higher senior officer to relieve him of the general, administrative and statutory work of the Organisation of the Chief Adviser Factories, and to enable the Chief Adviser Factories to devote himself wholly to the promotional, training and research activities and equipping of the Central Labour Institute and the three Regional Museums.
		(ii) In any case, they suggest that the post may be abolished as soon as a full-fledged Director is appointed for the Central Labour Institute.	(ii) Noted. This will be done when a whole-time Director is appointed for the Central Labour Institute. (*Min. of Labour & Employment O.M. No. 15/11/60/B. & A. dated, 20th 20th December* 1960).
90	91	The Committee view with concern the sharp rise in 1956 in the percentage of uninspected factories.	The State Governments have already been requested to take steps for strengthening their Factory Inspectorates in order to carry out effectively their inspection duties. (*Min. of Labour & Employment O.M. No. 15/11/60/B & A, dated 20th December*, 1960).

70	92	(i) The Committee observe that the increase in the rate of non-fatal injuries in factories is alarmingly high. (ii) The Committee suggest that the Ministry may use their good offices in following up the decisions taken by the State Ministers' Conference, specially in regard to the question of strengthening the State Factory Inspectorates which will have decisive influence on the other questions.	The detailed suggestions made by the Labour Ministers' Conference for strengthening Factory Inspectorates, raising the status of the Inspectors to make them more effective and stimulating interest in accident prevention work have been circulated to the State Governments for necessary action. The employers' and the labour Organisations have also been requested to lend their active co-operation in accident prevention. Action is also being taken by this Ministry to amend the Act to provide for the appointment of safety officers, enquiry into more serious accidents, etc. (*Min. of Labour & Employment O.M. No. 15/11/60/B. & A. dated, 20th December*, 1960).
72	54	(i) The Committee regret to note that the building constructed for the Central Labour Institute at a cost of Rs. 6 lakhs had to be demolished resulting in infructuous expenditure.	(i) The only commercial jet aircraft which was in operation earlier than 1954 was Comet I and the runway length of 7,000 ft. was quite adequate for the operation of this type of aircraft, with full capacity payload. Even Comet IV jet aircraft do not require runway of more than this length. Runway requirements are necessarily linked with the type of aircraft operated and the nature of their operation. A runway of 8,200 ft. long would have been quite sufficient for many types of modern long range jet transport aircraft. It was not until the type of aircraft selected by Air India International and the nature of operations

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			proposed to be undertaken by them became known, that the realisation was forced that the runway would have to be extended to the minimum length of 2,300 ft. This involved extension of the runway by 1,500 ft. in the eastern direction and the lowering of the hills.This position crystallised only in January 1957. This was entirely a new development and could not be foreseen.
		(ii) The incident points to the need of maintaining better co-ordination and advance planning in the execution of the plan schemes to avoid recurrence of such unfortunate situations.	(ii) Noted. As this concerns other Ministries also, it is being brought to their notice.
75	97	(i) The Committee regret to note from the table given in para 97 that the total number of days spent on inspection by the Inspectors of Dock Safety, Calcutta, Bombay and Madras have shown a decline from 395 days in 1953 to 310 days in 1957 and 278 in 1958. (ii) The Committee are not convinced by the reasons stated for the reduction in the number of days spent on inspection. They stress the need to ensure that the Inspectors devote their time primarily to the work of inspection.	(*Min. of Labour & Employment O.M. No.* 15/11/60/B. & A. *dated,* 20*th December,* 1960). (i) (ii) and (iv) : Instructions have been issued by the Chief Adviser Factories to the Inspectors of Dock Safety that they should cut down as much as possible the time spent on routine office work and devote more attention to the inspection of ships and docks and work in progress. It may, however, be added that the time spent in 'other active work' is, in a way, time spent in inspection because such work is actually follow-up action in respect of inspections. (iii) The need for the recruitment of additional technical staff has been

		(iii) The increase in the office work and other active work should be dealt with suitably by adjusting the work among the clerical staff or by augmenting their strength, if necessary. (iv) The necessity of increasing the frequency of inspections assumes added importance in view of the sharp increase in the number of accidents referred to earlier.	keenly felt. For this purpose it is proposed to create 3 posts of Assistant Chief Advisers Factories (Docks) for the Inspectorates of Dock Safety. The position regarding inspection work is expected to improve after these posts are sanctioned. (*Min. of Labour & Employment O.M. No.* 15/11/60/*B. & A. dated, 20th December*, 1960).
76	98	The Committee stress that the basic amenity of housing should not be denied to the dock workers. They suggest that the proposal to provide housing to at least 25 per cent of dock workers during the Third Plan may be finalised early and the necessary preparations for its implementation commenced without delay.	Noted. A sum of Rs. 2 crores is expected to be made available for loan assistance to Dock Labour Boards for implementation of their housing schemes during the Third Five Year Plan period to cover about 20 per cent of registered workers of the Boards. (*Min. of Labour & Employment O.M. No.* 15/11/60/*B. & A. dated, 20th December*, 1960).
77	99	(i) The Committee regret to find from the report of the single-member Inquiry Committee appointed by the Government of India to review the working of the Calcutta Dock Workers (Regulation of Employment) Scheme, 1956, that serious administrative and financial irregularities were allowed to take place over a length of time resulting in all round inefficiency and waste. (ii) The Committee hope that the drawbacks pointed out by the Inquiry Committee will be set right in	Most of the recommendations of the Single-member Inquiry Committee (Mehta Committee) set up in May 1959 to review the working of the Calcutta Scheme, have already been implemented and a few others are in the course of implementation. The Committee was appointed in view of various complaints received regarding improper working of the Calcutta Scheme. The Schemes for the ports of Bombay and Madras have been working satisfactorily and there is no necessity for reviewing their working at pre-

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		respect of the Calcutta Scheme and the working of the Scheme at Bombay and Madras reviewed, if necessary, in the light thereof.	sent. It may be stated in this connection that the working of the Schemes for Bombay, Calcutta and Madras was enquired into by a high powered tripartite Committee in 1955 and the Schemes were revised in the light of the Committee's recommendations. (*Min. of Labour & Employment O.M. No. 15/11/60/B. & A. dated 20th December, 1960*).

B. 90th Report

Serial No. as in Appendix XVIII to the 90th Report of the Estimates Committee	Reference to paragraph number of the Report	Summary of recommendation/ conclusion	Reply of the Government
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1	4	The Committee are doubtless aware of the stupendous nature of the problem of extending social security to the whole population as envisaged in Article 41 of the Constitution in the present context of the low level of the country's economy and it will not be possible to implement such a social insurance over the whole of the country within the near future. Nevertheless they recommend that a comprehensive study of the problem may be made on the basis of which a perspective plan may be attempted which will permit progressive extension of such a scheme to cover the whole population.	Article 41 of the Constitution provides that "the State shall, within the limits of its economic capacity and development, make effective provision for securing the right to work, to education and to public assistance in cases of unemployment, old-age, sickness and disablement, and in other cases of undeserved want." A beginning has already been made for industrial workers through the introduction of the Employees' State Insurance Scheme and various Provident Funds Schemes etc. The Third Five Year Plan includes proposals for extension of these Schemes to some more categories of industrial workers and for provision of full medical care under the Employees' State Insurance Scheme to the families of insured persons. Proposals for integration of existing social security schemes and the conversion of provident funds into a statutory scheme of old-age invalidity and survivorship pension-cum-

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			gratuity are also being examined. In this connection, it may be mentioned that the question of extension of social security programmes has been examined by the Indian Labour Conference, 1958 and the Labour Ministers' Conference, 1958 and the Study Group on Social Security appointed by the Government. The consensus of opinion is that while it is possible to improve the character and extent of benefits provided under the existing programmes, to include some new groups of industrial workers and to secure improvement in administrative efficiency, any large-scale extension of social security measures will not be possible either in terms of coverage or in actual benefits under existing conditions.
			2. The Group on Employment and Social Policy of the Panel of Economists also considered that "in view of the costs to be incurred and of the large administrative problems, the normal social security approach cannot be pursued in the near future in India". In its opinion, so far as persons employed in agriculture and small business of all kinds and the self-employed persons are concerned, provision of increased employment opportunities was the

best means of ensuring social security. It is, therefore, proposed that efforts may continue to be made during the Third and subsequent plan periods to find additional employment opportunities. Developmental programmes for the entire community such as medical care, public health and sanitation, rather than social insurance schemes, would better serve the needs of these categories.

3. The suggestion of the Estimates Committee has been further examined in consultation with the Planning Commission, and it is proposed to draw up a scheme providing for relief and social assistance to the following categories of persons who are in urgent need thereof:—

(i) Dependants who have no means of support in the event of death of the bread-winner.

(ii) Physically handicapped persons.

The idea is to set up a Central Fund from which grants and subventions may be given to Panchayats and Local Welfare Institutions for the benefits of these classes of the community. The possibilities of drawing up such a scheme are being studied.

(*Min. of Labour & Employment O.M. No.* 15/13/60/B. & A., *dated* 20*th March*, 1961).

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3	7	The Committee would like to observe that considerable leeway has been made during the last decade or so in enacting progressive labour legislation, not only in the field of social security, but also in other cognate matters. As a matter of fact, the labour laws which have been placed on the statute book would do credit to any modern welfare State. However, enactment of legislation is not an end in itself but only a means. Considerable efforts will be necessary to gear up the administrative machinery in various fields to ensure that the benefits contemplated in the various labour laws are actually made available to those for whom they are intended. The Committee hope that these measures will have a salutary effect on the efficiency of labour and lead to increased production.	The recommendation has been brought to the notice of the authorities concerned with the administration of Central labour laws. (*Min. of Labour & Employment O.M. No. 16/12/60-H. & A., dated 20th March, 1961*).
7	16	The Committee feel that for the successful working of the Employees' State Insurance Scheme, association of employers and employees with the administration is desirable, and this can be secured by setting up Local Committees at all the centres. This is all the more necessary as it is stated that such Committees have been successful in	Under Regulation 10A (1) of the Employees' State Insurance (General) Regulations, 1950, Local Committees are to be set up for such areas as may be considered appropriate by the Regional Board. The Regional Directors have been advised to place this matter before the Regional Boards in their respective regions for taking action to set up

			'thrashing out all the troubles'. The Committee, therefore, recommend that Local Committees should be formed at all the centres early.	Local Committees at centres where it is considered appropriate by the Regional Boards. It may, however, be stated that since the report to the Estimates Committee, fourteen more Local Committees have been set up, making the total as forty-one. (*Min. of Labour & Employment O.M. No.* 15/13/60/B. & A., *dated* 20*th March*, 1961).
9	23		The fact that the provision of medical facilities has not made the desired progress seems to indicate that the dual responsibility cast in the administration of the E.S.I. Scheme *i.e.*, a provision of medical facilities being administered by the State Governments and rest of the facilities by the Corporation, has not worked satisfactorily. The Committee suggest that the whole problem should be examined so as to remove such hurdles in the way of efficient working of the Scheme. The Act may be amended, if necessary.	The idea of ending the dual responsibility in the administraton of E.S.I. Scheme either through the decentralisation on State-wise basis, or the Corporation taking over the direct administration of medical care is not considered practicable in view of the financial and administrative difficulties. However, the Corporation is taking necessary measures in consultation with the State Governments to improve the standard of medical care within the framework of the existing legislation. (*Min. of Labour & Employment O.M. No.* 15/13/60/B. & A., *dated* 20*th March*, 1961).
10	25		The Committee recommend that necessary amendments to the E.S.I. Act should be made early and simplification of the Schemes as recommended by the Valuer expedited.	The proposals for amendments to the E.S.I. Act, 1948, are under active consideration of the Corporation, and the simplification of procedures to ensure expeditious disposal of insured persons' claims is being given top priority.

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			A separate 'Reorganisation cell' has been established under the charge of an Officer on Special Duty who is exclusively entrusted with the task of simplification of the procedures, amendments to the Act and Regulations, re-adjustment of working methods etc. (*Min. of Labour & Employment O.M. No. 15/13/60/B. & A., dated 20th March, 1961*).
11	28	The Committee are in entire agreement with the views of the Study Group on Social Security set up by the Ministry of Labour and Employment mentioned in para 28 and urge that the levy of contributions from the employers should be raised immediately as suggested by the Study Group, and steps be taken to do away with the transitory provisions of the Act within a reasonable period of time.	In 1958, the Corporation decided that so long as the current expenditure could be met from the current revenues at the present rates of the employers' special contribution, the rates of contribution need not be enhanced. The current expenditure is since being met from the current revenues, but the position is being continuously reviewed. At its meeting on 4th February, 1960, the Corporation decided again that the rates of the employers' special contributions should not be enhanced for the present, and that in any case, before the rates are enhanced, the matter should be placed before the Corporation. The question will be taken up again when it is found that the current revenues are

insufficient to meet the current expenditure.

(*Min. of Labour & Employment O.M. No. 15/13/60/B. & A., dated 20th March,* 1961).

Further information called for by the Committee:

Latest position about action taken by Government on the recommendation may please be furnished.

(*L.S.S. D.O. No. 28B/61-EC. II, dated 8th December,* 1961).

The Employees' State Insurance Corporation considered the matter again at its meeting held in March, 1961 and appointed a Sub-Committee to examine the question of enhancement of the rates of Employers' Special Contribution. The Sub-Committee has recommended that the rate of Employers' Special Contribution should be raised in the implemented areas from 1½ per cent to 2½ per cent with effect from the 1st April, 1962 and that the question of further revision of Employers' Special Contribution should be reviewed from time to time by a permanent Sub-Committee of the Corporation to be set up for this purpose.

The recommendations of the Sub-Committee will be placed before the Corporation at its meeting proposed to be held on 17th January, 1962. Further action to enhance the rate of contribution will be taken by Government thereafter.

(*Min. of Labour & Employment D.O. No. 15/9/61-B. & A., dated 30th December,* 1961).

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			At its meeting held on the 17th January, 1962, the Employees' State Insurance Corporation approved the Sub-Committee's recommendation to raise the rate of employers' special contribution in the implemented areas from 1¼ per cent to 2½ per cent of the wage bill, with effect from the 1st April, 1962. Necessary notificaton under Section 73-A of the Employees' State Insurance Act, 1948, giving notice of the Central Government's intention to raise the rate of employers' special contribution accordingly, after the expiry of two months from the date of the notification, has been issued on the 19th January, 1962. (*Min. of Labour & Employment D.O. No. 15/9/61/B. & A., dated 17th February, 1962*).
12	20	The Committee hope that as a result of special measures adopted, the arrears due to the E.S.I. Corporation will diminish considerably and that no arrears will be allowed to become time-barred.	The work of inspection as well as the recoveries of arrears of contributions is being pursued vigorously and it is hoped that as a result of steps taken by the Corporation in this direction, the desired results will be achieved. It may also be added that it has since been decided to treat defaulting Government/ Quasi-Government Factories at par with factories in private sector in so far as Civil/Penal legal Actions

			are concerned. This is also likely to result, besides recovery of arrears, in ensuring that no fresh arrears are allowed to accumulate in respect of Government/Quasi-Government Factories. Sometimes a few factories, though in existence for long, are detected late due to their non-registration with the Chief Inspector of Factories in the early stages. Since they are in fact covered from earlier dates, sometimes the arrears in respect of them automatically become time-barred. (*Min. of Labour & Employment O.M. No.* 15/13/60/B. & A., *dated* 20*th March*, 1961).
13	30	The Committee recommend that a plan should be drawn up expeditiously to give facilities mentioned in para 30 to all the members who are entitled to them under the Employees' State Insurance Scheme.	The deficiencies at present are in regard to provision of Specialist Services and conveyance facilities in sparse areas. The Medical Benefit Council had set up a Sub-Committee to review the standard of medical care and make a report to the Council. The recommendations of the Sub-Committee were considered by the Medical Benefit Council at its meeting held on the 15th November, 1960 and by the Standing Committee at the meeting on the 5th December, 1960. The Standing Committee has agreed that: (i) Existing specialist services for the insured persons may be liberalised further and specialists may also be appointed in leprosy, orthopaedics, mental diseases and dental diseases;

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			(ii) In sparse areas, the provision of ambulance and other conveyance facilities for insured persons where the condition of patient so requires, may be made irrespective of the insurable population by providing a small fast-moving vehicle under the Scheme provided the hospital where beds are allotted is away from the area and no other suitable hired conveyance is available. (*Ministry of Labour & Employment O.M. No.* 15/13/60-*B. & A., dated 20th March,* 1961).
14	31	The Committee recommend that more upto-date amenities in the nature of preventive care, such as care of teeth and supply of spectacles and hearing aids, should be provided under the E.S.I. Scheme either free or at least at subsidised rates to the workers wherever necessary.	The Employees' State Insurance Corporation at its meeting held on 7-3-1960 considered the question of augmentation of the benefits under the Scheme for insured persons and their families. The provision of dentures and spectacles to insured persons was also one of the items on the agenda. After careful consideration of the physical target achieved and the resources available, it decided the following priorities:— (i) extension of the Scheme to non-implemented areas and provision of adequate medical facilities, particularly for hospitalisation;

			(ii) extension of restricted medical care to families of insured persons; (iii) extension of full medical care to families; (iv) measures to improve the health state of insured persons. Supply of dentures etc. may be considered after the above facilities are provided. (*Ministry of Labour & Employment O.M. No.* 15/13/60-*B. & A., dated 20th March,* 1961).
16	33	The Committee suggest that while giving priority to the workers, the question of throwing open surplus beds in a hospital constructed under Employees' State Insurance Scheme to the general public may be examined. The State Governments may, however, be asked to make a bigger contribution when general public is also allowed access to the hospitals of the Corporation. This is particularly important from the point of view of making available specialist services to all living in a particular area.	The question of surplus accommodation in hospitals does not arise at present, as separate hospitals under the Scheme have not yet been established. On the other hand, treatment is being provided by reservation of beds in existing hospitals. Even then, the requisite number of beds are not available. The position of surplus beds in Employees' State Insurance hospitals envisaged by the Committee is not expected to arise for another decade or so, even with extensive construction programme. (*Ministry of Labour & Employment O.M. No.* 15/13/60-*B. & A., dated 20th March,* 1961).
17	34	The Committee suggest that complaint/suggestion books should be kept in the hospitals and E.S.I. dispensaries and clinics of panel	The suggestion was forwarded to State authorities who are responsible for medical care. Some of the State Governments have agreed to the

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		doctors and procedure should be worked out to ensure proper action on the complaints/suggestions recorded. The feasibility of appointing advisory committees for each of the hospitals and dispensaries, etc. on which representation may be given to the beneficiaries may also be examined. The complaint/suggestion books should be produced before such committees and the action taken thereon indicated.	suggestion book, but others such as Uttar Pradesh, West Bengal, Rajasthan etc., do not consider it necessary. The Local Committees for areas on which representation is given to all interests, including insured persons, are set up by the Regional Boards. It is not considered desirable to have an additional advisory Committee for each hospital and dispensary. Suggestions for improvement of medical arrangements can be discussed at the Local Committee meetings. *(Ministry of Labour & Employment O.M. No. 15/13/60-B. & A., dated 20th March, 1961).*
19	37	The Committee hope that the expectation of extending family medical care in all the implemented areas by the end of the Second Plan period will not be belied in practice.	With hardly a few months left towards the end of Second Plan period, it is unlikely that the family medical care will be provided in all implemented areas in the four remaining States, i.e., Maharashtra, Madras, Kerala and West Bengal, during this period. In West Bengal, arrangements for medical care, particularly in respect of specialists and in-patient treatment, for insured persons in the present covered areas of Calcutta and Howrah have been

			criticised by the workers. The Government of West Bengal has therefore expressed its inability to cover families till such time as adequate hospital facilities are made available. In Maharashtra, medical care has been extended to families in Nagpur with effect from 22nd December, 1960. It is also expected to be extended to families in Akola and Hinganghat shortly, but Greater Bombay may not be covered. In Madras and Kerala, some areas may be included. Since the State Governments find it difficult to complete the medical arrangements, the expectation in regard to family coverage during the Second Plan is, therefore, not expected to be fulfilled. These projects have been carried over to the Third Five Year Plan and steps will be taken to implement them at the earliest opportunity. (*Min. of Labour & Employment O.M. No.* 15/13/60-B. & A., *dated* 20*th March*, 1961).
21	40	The Committee suggest that the process of attaching specific factories to specific local offices and of opening new local offices to relieve the pressure on the existing ones should be expedited so that contribution cards are transferred to the respective local offices at an early date.	With a view to transfer the work of calculation of rates to Local Offices at places where there are more than one Local Office, the system of allotting all the employees of one particular employer to the Local Offices to which the employer is attached has already been adopted as an experimental measure in Delhi and in 3 Local Offices in Calcutta Region.

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			It is now proposed to adopt this system at Madras, Kanpur, Indore, Bombay and Calcutta. (*Min. of Labour & Employment O.M. No. 15/13/60-H. & A., dated 20th March, 1961*).
28	42	The Committee suggest that the question of extending the Employees' State Insurance Act and the Employees' Provident Fund Act to the State of Jammu and Kashmir in consultation with the Government of the State may be examined.	The Employees' State Insurance Act and the Employees' Provident Fund Act can be extended to the State of Jammu and Kashmir, only after entries 23 and 24 of the Concurrent List of the Seventh Schedule to the Constitution of India have been applied to that State. The matter was taken up with the State Government, but they have not agreed to the application of any of the entries in the Concurrent List and hence to the extension of the Employees' State Insurance Act and Employees' Provident Fund Act to that State. The question of enacting suitable legislation for the State on the lines of these Acts is however, being examined by the State Government. (*Min. of Labour & Employment O.M. No. 15/13/60-H. & A., dated 20th March, 1961*).
26	46	The Committee suggest that suitable amendment to the rules should be made so as to enlarge the scope of the Regional Committees. Normally	The matter is being examined in consultation with the State Governments.

		all important matters may be referred to the Regional Committees whose advice would be useful.	(*Min. of Labour & Employment O.M. No.* 15/13/60-*B. & A., dated* 20*th March*, 1961).
28	48	The Committee are of the opinion that the steps taken towards decentralising the administration and greater delegation of powers to the State Governments and to their Regional Commissioners in respect of prosecutions, recovery of arrears and other day-to-day responsibilities, is a move in the right direction and would be useful in popularising the scheme amonst the workers.	The observations of the Committee have been noted. The question of entrusting the Regional Committees with some of the powers delegated to the State Governments and the Regional Provident Fund Commissioners has been examined and it is considered that since the powers delegated are administrative and financial pertaining to the day-to-day administration of the Fund, it is not possible to delegate any of these powers to Regional Committees as they cannot meet frequently enough to deal with day-to-day problems. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B. & A. dated* 20*th March*, 1961).
29	50	As 52 industries are yet to be covered with about 4,140 establishments employing about 6 lakhs of workers, the Committee consider that the tempo of work should be increased if the expectations are to be fulfilled.	Subsequent to the publication of the 90th Report, the Employees' Provident Fund Act has been extended to four more industries, namely, (1) Mica Mines; (2) Mica Factories; (3) Plywood industry; (4) Automobile repairing and servicing workshops.

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			The question of extending the Act to other industries is being actively pursued. (*Min. of Labour & Employment O.M. No. 15/13/60-B. & A., dated 20th March, 1961*).
31	88	(i) The Committee recommend that the decision of Government on the proposal to increase the rate of employers' contribution from 6¼% to 8-1/3% should be expedited.	(i) A Technical Committee has been appointed to assess whether the industries covered under the Employees' Provident Funds Act can bear the additional burden of the proposed increase in the rate of provident fund contribution. The Committee has been asked to investigate the case of the first six industries initially covered under the Act viz., cement; cigarettes; electrical, mechanical and general engineering products; iron and steel; paper and textiles. The Committee has issued a questionnaire to the various interests concerned and it has asked them to send their views by 1st September, 1960. After investigating the matter, the Committee will submit its Report which will be duly considered by Governement. (*Min. of Labour & Employment O.M. No. 15/13/60-B. & A., dated 20th March, 1961*).

38	59	The Committee are of opinion that refunds and final payments to the members of Provident Fund in instalments would defeat the very purpose of the Scheme. They recommend that the final payment of the Provident Fund Contributions to the members should be made in one lump sum, by drawing on the Forfeiture or Special Reserve Fund of the Scheme which may be recouped from the respective Provident Funds of the individuals after recovery from the employers. Early steps should be taken to constitute the proposed Special Reserve Fund.	The Special Reserve Fund has been created by the transfer of the major portion of the balance of the Reserve and Forfeiture Account of the E.P. Fund. The members will be paid from the Special Reserve Fund 50 per cent of the unrecovered dues immediately and the balance in two instalments, on recovery of the dues from employers. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B. & A. dated* 20*th March*, 1961).
39	63	The Committee suggest that the investment policy of the provident fund contributions should be reviewed periodically, so that the subscribers might derive the full benefits of the investments of the fund contributions.	The position has been reviewed but it has not been possible to make any change in the present pattern of investment of Provident Fund accumulations, as the Provident Fund moneys are included in the Central resources for the Plan Projects. The workers are, however, assured the rate of interest as available under Central Government Provident Funds. (*Min. of Labour & Employment O.M. No.* 15/13/60-*B. & A. dated* 20*th March*, 1961).
40	64	The Committee recommend that arrangements should be made to get the Employees' Provident Fund Act and the Scheme translated into all the regional languages concerned at an early date and copies thereof sup-	The Employees' Provident Fund Act and the Scheme framed thereunder have been translated into the following regional languages and would be printed shortly:— 1. Bengali

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		plied to the concerned persons, trade unions, etc.	3. Gujarati 3. Malayalam 4. Marathi 5. Kannada 6. Oriya 7. Urdu. Translation of the Act and the Scheme into Tamil and Telugu is also being pursued. (Min. of Labour & Employment O.M. No. 1h/18/60 H. & A. dated 20th March, 1961).
42	66	The interest recovered from a worker on loans advanced to him was credited to the Interest Suspense' Account and not to the member's account because the interest recovered was slightly higher than the interest paid to workers on their accumulations. This was done to serve as a check on the workers drawing upon the fund even when the need was not urgent. The Committee consider that ways other than these should be found to discourage frequent inroads being made into the accumulations, small as they are. They are unable to endorse the inequitable practice of denying the workers the credit of interest on advances from	The matter is being examined (Min. of Labour & Employment O.M. No. 1h/18/60 H. & A. dated 20th March, 1961).

		their own accumulations and suggest that the rules may be reviewed and revised to secure equity without sacrificing the long range protection underlying the scheme.	
			It has not been possible to agree to credit the whole of the amount of interest recovered from members on non refundable advances/loans. In such cases interest is recovered only for misuse of the advances/loans. Since the higher rate contains an element of penalty for misuse, it has been decided to credit to the member's provident fund account only that portion of the interest which might have been credited to his account had he not made any such withdrawal. In case of refundable advances, since the normal rate of interest is already credited to the member's account *on such advances also,* it is not possible to credit to his account the additional amount of interest recovered from him on such advances as this is required to cover the additional work thrown on the Organisation in connection with the advances. (*Min. of Labour & Employment O.M. No.* 15/5/61-*B & A, dated* 14*th June,* 1961).
43	68	The Committee recommend that standard rules should be framed for utilisation of forfeited amounts of employers' contributions by all exemp-	It is not possible to frame rules for exempted factories on the lines of the Scheme framed for non-exempted establishments as forfeited am-

		[illegible]	[illegible]
			[illegible]
51	54 55	A proposal that portion of the benefit due to labourers may be invested in the National Savings Scheme, which was made to a expert by the Director Labour During was under consideration of the Government. As the proposal is in the interest of the workers as well as the employer, the Committee recommend that provision should be adopted in the central legislation	[illegible]
52	100	Since the promulgation of Local Fund Provident Fund Rules and the Employees' Provident Fund Rules the rates are nearly similar. The Committee do not believe any under difficulty in working these two Schemes. They suggest that this may be done early. Special provision may be made to prevent forfeiture of any of the existing benefit by the insurer.	[illegible]

			tion in the two Funds. The Coal Mines Provident Fund confers certain distinct advantages on the colliery workers as compared with the benefits allowed under the Employees' Provident Funds Act 1952 and they cannot be deprived of these advantages. The question of amalgamation has been dropped for the present as it is not feasible. (*Min. of Labour and Employment, O.M. No.* 15/13/60-B & A. *dated* 20-3-1961).
53	89	The Committee suggest that the question of extending benefits of the welfare schemes under the Mica Mines Labour Welfare Organisation to the Mica Factory Workers also may be sympathetically examined.	This question was recently examined and it was found that legally the income of the Fund can be spent only for the benefit of workers employed in mica mines. However out-door medical facilities are afforded to mica factory workers by the medical institutions run by the Fund. (*Min. of Labour & Employment O.M. O.M. No.* 15/9/61/B. & A. *dated* 20-3-1961).
74	90	(i) The Committee observe that there have been heavy shortfalls in the budgeted expenditure of the Coal and Mica Mines Labour Welfare Organisations for a number of years, though there has been some improvement in expenditure during the last one or two years.	The suggestions made in this regard by the Public Accounts Committee in their 20th Report were observed in drawing up the budget estimates of the Fund for 1960-61. Efforts are being continued to ensure maximum utilisation of the amounts provided for in the budget.

(ii) They hope that [illegible] will be taken to avoid delay in the implementation of the scheme by the Mica Mines Labour Welfare Organisation in the case of Ulu [illegible] by the Coal Mines Labour Welfare Organisation also.

(iii) They remarked that the Ministry of Labour and Employment should be approached to set up [illegible] of the Central Advisory Committee, of this case [illegible].

(iv) The Committee had not yet visited the mines where lying vacant in Jhalda township mainly in Block 'D' where there was scarcity of water.

(v) They consider this rather unfortunate and hope that the water scarcity would be overcome (if not already done) and that such situations would not be allowed to arise in future.

The step taken by the Coal Mines Labour Welfare Organisation to avoid delay in the implementation of schemes so far as practicable, being taken by the Mica Mines Labour Welfare Organisation also.

The recommendation has been brought to the notice of the Advisory Committee requesting them to consider the question of adopting the Central Advisory approached to the Ministry of Mines.

(Ministry of Labour and Employment O.M. No. 16/13/60-L & A dated 20.2.1961).

(vi) The position as on 30.4.1960 was that a total of 135 quarters were lying vacant (9 in 'A' block, 53 in 'B' block and 73 in 'C' block).

(vii) There are already six wells sunk in the township which cater to the needs of the inhabitants there but not able to cope with the requirements during the hot season. Due to difficulties connected with the construction of wells in the metamorphic rocks in the township and the exhorbitant cost involved therein and the uncertainty of water recouperation, the idea of sinking more wells was not favoured. It was therefore considered advisable to obtain supply of water from the

			Jharia Water Board. The Board has already agreed to supply water after implementation of its Damodar Water Supply Scheme. The scheme of distribution system of the Board includes provision for supply of water to the township. Pending arrangements for the supply of water by the Water Board, which is likely to take some time, it was decided to provide a tractor with trailers for supply of water to the township during the summer season from sources outside the township and orders for supply of the equipment has been placed with the Director General, Supplies and Disposal.
		(iii) One of the ways of checking the evil of drinking would be to make the days of payment of wages dry days. The Committee would suggest the adoption of such a practice in the Coalfield areas.	(iii) The suggestion has been brought to the notice of the State Governments concerned. (*Min. of Labour and Employment, O.M. No.* 15/13/60-B & *A, dated* 20-3-1961).
60	97	The Committee are in entire agreement with the observations of the Public Accounts Committee contained in para 28 of their Twentieth Report (Second Lok Sabha) and suggest that the question of making it obligatory on the owners of coal and mica mines to provide housing facilities to their workers as in the case of the plantation labour may be decided early.	The New Housing Scheme already introduced by the Coal Mines Labour Welfare Organisation is expected to provide housing facilities to a number of coal miners. The question of increasing the rate of cess and constructing houses by the Coal Mines Labour Welfare Organisation as an alternative to make housing a statutory obligation on the owners is already under consideration. (*Min. of Labour & Employment O.M. No.* 15/13/60-B. & *A, dated* 20*th March,* 1961).

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		Further information called for by the Committee. The latest position in the matter may pleased be stated. (*L.S.S. OM No.* 28(*B*)-*EC-II*/60, *dated* 2-6-1961).	1. The question is being pursued with the State Governments concerned. The Government of West Bengal have expressed the view that the Asansol Mines Board of Health is not competent to amend the bye-laws to compel colliery owners to provide houses for their workers. The Government of Bihar are still considering the matter in consultation with the Government of West Bengal. 2. In the meantime the Industrial Committee on Coal mines at its eighth session held in New Delhi in April, 1961 considered *inter alia* whether it would be sufficient if the State Governments ensure that the Mines Boards of Health assume and exercise powers for compelling mine owners to construct houses of the requisite standard, and in cases of default for recovering the cost thereof from mine owners, or whether the Central Government should bring forward a separate legislation on the lines of section 15 of the Plantations Labour Act, 1951. The Committee did not favour any of these ideas, but recommended a Low-cost Housing Scheme for coal miners contemplating construction

			by the Coal Mines Labour Housing Board of one lakh cheap houses and barracks over a period of five years at colliery sites on land provided by colliery owners. The cost of construction will be entirely borne by the Board and it will not exceed Rs. 1300 for a two-roomed house and Rs. 2600 for a barrack. Administrative approval and expenditure sanction for construction of 25000 houses and 417 barracks at a cost of Rs. 3·392 crores have already been issued. (*Min. of Labour and Employment, O.M. No.* 15/9/61/*B. & A. dated* 31-8-1961).
63	102	(i) No scheme of periodical medical check up of miners has been introduced to detect diseases, occupational or others. The Committee recommend that the Coal and Mica Mines Labour Welfare Organisations should undertake periodical medical check up of workers in coal and mica mining industries.	(i) (a): No scheme of periodical check up of coal miners has yet been introduced by the Coal Mines Welfare Organisation, excepting that of T.B. patients, who after cure, are required to appear for periodical medical examination before the Fund's Medical Officers and medicines required are supplied to them free of cost. An Industrial Hygiene Survey in the Coalfields is being conducted by the Chief Adviser of Factories. On receipt of the survey report, the question of periodical check-up of miners will be taken up. (i) (b): A scheme of periodical medical check up of the mica miners on a voluntary basis in Bihar circle has been framed. It is being finalised in consultation with the Ministry of Health. As soon as this scheme is

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			finalised it will be extended to the other mica fields.
		(ii) They also wish to stress the need to undertake regular medical check up of the children of miners and to institute a proper school health programme in the children's centres run by the Organisations.	(ii) (a): Arrangement for periodical medical check up of the children of coal miners attending the miners' institutes already exists. At the end of the spraying season, the anti-malaria unit of the Organisation carries out annual spleen and parasite survey.
			(ii) (b): A regular medical check up of the school-going children of the mica can be is being conducted annually by the doctors of the Fund in Andhra Pradesh. As soon as the health centres referred to at (i) (b) on prepage are established in various mica regions, they would be entrusted with the work of medical check up of the school-going children of mica miners.
			(Min. of Labour & Employment O.M. No. 15/18/60-H. & A, dated 20th March, 1961).
68	107	The Committee suggest that the question of providing suitable transport facilities to the children of miners to and from schools, creches etc, may be examined.	Schools are generally located within walking distance and under the expansion programme of the State Governments, there will be schools within walking distance of all child-

			ren. From experience in regard to providing transport facilities to miners at the Bhuli Township it has been found that the question will present difficulties which cannot be overcome easily and the cost involved will be exhorbitant. (*Min. of Labour & Employment O.M. No.* 15/13/60-B. & *A, dated* 20th *March*, 1961).
75	123	The Tripartite Committee on I.L.O. conventions which was set up in 1954 has held four sessions so far. The Committee suggest that more frequent meetings of this Committee may be held so that it may follow up its suggestions.	The Committee on Conventions is a small tripartite body set up in 1954. It has so far had 5 Sessions and has completed its first round of examination of all the important I.L.O. Conventions. A Memorandum reviewing the position of India in relation to the I.L.O. Conventions was placed before the Committee at its last Session. The Committee will be convened as and when it is necessary, either to examine the new Conventions that may come to be adopted in future, or when it is contemplated to ratify some of the old ones, and for which the advice of the Committee is considered necessary. (*Min. of Labour & Employment O.M. No.* 15/13/60-B. & *A, dated* 20th *March*, 1961).
76	127	The Standing Labour Committee was oringinally intended to be a Standing Committee of the Indian Labour Conference competent to consider subjects specifically referred to it by the main conference. As a	The executive functions visualised by the Estimates Committee for the Standing Labour Committee presumably are—determining the agenda of the Conference, ensuring preparation and circulation in ad-

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		matter of practice, it has evolved as a parallel body with plenary powers and now there is practically no difference in their functions. The Committee are of opinion that it is undesirable and wasteful to have two parallel organisations having similar functions and recommend that the feasibility of making the smaller one as the Executive Body of the Indian Labour Conference may be examined.	vance of the agenda papers, making arrangements for the sessions of the Conference, preparation of budget and controlling of expenditure in connection with these Conferences, follow-up of the decisions of the Conference etc. All these functions are at present being discharged satisfactorily by the Ministry of Labour and Employment. The Indian Labour Conference was originally constituted to advise the Government of India on such matters as are referred to it for advice. It is therefore Government which must ultimately determine what are the matters on which it needs advice. While Government does take into consideration at the time of fixing the agenda of these Conferences, the various suggestions in the matter made by the parties concerned, it may not be possible for it to surrender its right to determine the agenda, as visualised in the Estimates Committee's proposal. It may also not be practicable to entrust the other executive functions to the Standing Labour Committee. The Committee's recommendation is probably based on the I.L.O. analogy in whose case the Governing Body functions as its executive organ. This analogy however cannot work here, as the Committe is hot back-

ed by any finances and a Secretariat without which these executive functions cannot be discharged.

The question of making the Standing Labour Committee function as a Committee of the Indian Labour Conference was examined in this Ministry even before the Estimates Committee made this rcommendation. But it was decided that the Standing Labour Committee should continue in its present form.

Although there is no clear-cut demarcation in the functions of these bodies, the Standing Labour Committee is a much more compact and smaller body than the Indian Labour Conference and it is possible to convene its meetings at more frequent intervals. During the period January-April, 1960 the Committee had as many as three meetings to have a series of discussions, on draft proposals on Labour Policy for inclusion in the Third Five Year Plan. The present system is working satisfactorily. If the Standing Labour Committee is abolished or its composition and functions limited, the Indian Labour Conference will have to meet more often which would be much more expensive. In the circumstances, it is not considered necessary to make any change in the present arrangements.

(*Min. of Labour & Employment O.M. No.* 15/13/60-*B. & A, dated* 20*th March*, 1961).

CHAPTER IV

REPLIES OF GOVERNMENT THAT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE

A-84th Report

Serial No. as in Appendix XI to the 84th Report of the Estimates Committee	Reference to paragraph number of the report	Summary of recommendations/ conclusions	Reply of the Government	Comments of the Committee
1	2	3	4	5
5	10	The Committee suggest that suitable charge may be levied by Government for the work of verification of the figures of membership of trade union organisations. Such a charge could also be related partly to the number of membership claimed which is not proved during verification.	Off and on suggestions are made for rendering financial help to trade union organisations. Here the suggestion is for levying some charges on them. The amount that may be received by levy of charges for the verification work is likely to be not only small but may also have adverse effects on workers and their organisations concerned. In view of this Government is not in favour of accepting this recommendation. [*Min. of Labour and Employment No.* 15/11/60-B. & A. *dated* 20*th* 20*th December*, 1960].	Please see para 2 of Chapter I of the Report.
30	44	(i) The Committee fail to appreciate the real significance of the function of 'Welfare, excluding welfare in coal and mica mines for which separate organisations exist and statutory provision under Factories Act and Mines Act', which is regarded as one of the main functions of the C.L.C.'s Organisation.	The recommendation is under examination in consultation with the concerned Employing Ministries like the Ministry of Commerce & Industry, etc. [*Min. of Labour and Employment O.M. No.* 15/11/60/B. & A. *dated the* 20*th December*, 1960].	The Committee hope that decision in the matter will be expedited.

		(ii) They consider that the question of assigning to the C.L.C.'s Organisation a definite role in the matter of welfare, the progress of which can be evaluated under some norms, needs examination.		
		Further information called for by the Committee.		
		The result of the examination of the recommendation may please be intimated.	The matter is still under examination in consultation with the concerned employing Ministries.	
		[*L.S.S. O.M. No.* 28-*EC.II*/60, *dated the* 15*th May*, 1961].	[*Min. of Labour and Employment O.M. No.* 15/7/61/*B. & A. dated the* 28*th July*, 1961].	
			The Director, Labour Bureau is conducting a survey to find out the existing welfare amenities available to workers in the public and private sectors. Action to implement this recommendation of the Estimates Committee can be taken only after the findings of the survey are known and after consulting the Employing Ministries.	
			[*Min. of Labour and Employment D.O. No.* 15/7/61/*B. & A. dated the* 7*th March*, 1962].	
32	46	(i) The Committee apprehend that the prevailing confusion in regard to the handling of industrial and labour disputes in 'Industries the control of which by the Union is declared by Parliament by law to be expedient in the public interest', if allowed to continue any more may	Some of the Sate Labour Ministers* have been addressed by Labour Minister in the matter on the 28th January, 1961. Replies from them are awaited. *West Bengal, Bihar, Orissa, Mysore, Punjab and Madhya Pradesh.	The Committee hope that Government will take an early decision in the matter.

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		vitiate the underlying objective (Entry 52 in the List I—Union List of the Seventh Schedule of the Constitution). In order, therefore, to achieve uniformity and co-ordination in the administration of the labour laws in all the public undertakings irrespective of the fact whether they are departmentally run or statutory corporations and companies, the Committee consider it desirable to bring them within the purview of the Central Industrial Relations Machinery. (ii) They suggest that the matter may be examined early in consultation with the State Governments and the Law Ministry.	[*Min. of Labour and Employment No.* 15/11/60-*B. & A. dated* 23rd *March*, 1961].	
		Further information called for by the Committee.		
		The latest position in the matter may please be stated. [*L.S.S. O.M. No.* 28-*EC.II*/60, *dated the* 3rd *August*, 1961].	The matter is under examination in the light of the replies received from the State Governments. [*Min. of Labour and Employment O.M. No.* 15/7/61/*B. & A. dated the* 14th *August*, 1961].	

			The matter was examined in consultation with the Employing Ministries/Departments and it was decided that the views of the State Governments thereon should be ascertained. Accordingly the State Governments of Assam, Bihar, Madhya Pradesh, Mysore, Orissa and Punjab were addressed in the matter in January 1961. The replies of the State Governments have been examined. All of them excepting Punjab are opposed to the proposed change. It is proposed to discuss the matter with the State Labour Ministers at the earliest available opportunity. [*Min. of Labour and Employment D.O. No.* 15/7/61/*B. & A. dated 7th March,* 1962].	
39	54	(i) The Committee consider that delay in arriving at a decision in regard to the need to provide for an adequate right of appeal in industrial matters either by constituting tribunals of appeal under the labour legislation itself or by conferring a right of appeal to the High Court in suitable cases, is undesirable looking to the gravity of the situation as assessed by the Law Commission in their 14th Report. (ii) The Committee suggest that Government may take steps to expedite a decision on this long pending question, in the light of the observations of the Law Commission with which the Committee agree.	The question of revival of the Labour Appellate Tribunal was placed before the 18th Session of the Standing Labour Committee which recommended that certain materials should be collected by the State Governments before a final decision could be taken. Replies are still awaited from the Governments of Kerala and Orissa. It will be possible to take a decision on this issue only after all the replies have been received and the matter considered again by the Standing Labour Committee. [*Min. of Labour & Employment O.M. No.* 15/11/60/*B. & A. dated 23rd March,* 1961].	The Committee would urge the Government to expedite decision, on the question of vesting right of appeal in the High Court in suitable cases as recommended by the Law Commission in their 14th Report.

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		Further information called for by the Committee.		
		Progress made in the matter may please be stated.	Replies have been received from the Governments of Kerala and Orissa. It is proposed to be discussed at the Indian Labour Conference which is to be held in September, 1961.	
		[*L.S.S. O.M. No.* 28-*EC.II*/60, *dated* 15*th May*, 1961].	[*Min. of Labour and Employment O.M. No.* 15/7/61/*B. & A. dated* 28*th July*, 1961].	
			The question of revival of the Labour Appellate Tribunal was placed before the 18th Session of the S.L.C. (January 1960), which recommended that certain materials should be collected by the State Governments before a final decision could be taken. State Governments were addressed accordingly. Replies recieved from the State Governments were examined and the matter was placed before the 19th Session of the Indian Labour Conference held in October 1961. It was agreed by the Conference that the Labour Appellate Tribunal need not be revived.	
			[*Min. of Labour and Employment D.O. No.* 15/7/61/*B. & A. dated* 7*th March*, 1962].	

55	(i) The Ministry of Railways have issued instructions to the Railway Administrations etc. to the effect that the Labour Inspectors, even though not given any statutory powers under the Act, should be provided by the Railway contractors and by the subordinate officials with full facilities for carrying out the inspections. The Committee do not consider the informal arrangements made by the Ministry of Railways as satisfactory. They are unable to appreciate why there should be any opposition to proper recognition being accorded to an arrangement arising out of statutory requirements.	(i) The question of appointment of Labour Inspectors (C) as "Inspectors" under the Payment of Wages Act in respect of Railways has been taken up with the Ministry of Railways and their reply is awaited.	The Committee hope that decision in the matter will be expedited.
	(ii) They recommend that the Labour Inspectors should be declared as 'Inspectors' and the Regional Labour Commissioners (C) as 'Authority' under the Payment of Wages Act, 1936, in respect of Railway and Railway Contractors' establishments.	(ii) As regards the appointment of Regional Labour Commissioners(C) as 'Authorities' under Section 15 of the Payment of Wages Act, the State Governments who administer the Act in establishments other than railways, mines and oilfields are being consulted. [*Min. of Labour and Employment O.M. No.* 15/11/60/*B. & A. dated 20th December*, 1960].	
	Further information called for by the Committee. The latest position in the matter may please be stated. [*L.S.S. O.M. No.* 28-*EC.II*/60, *dated 15th May*, 1961].	(i) The question of appointment of Labour Inspectors (C) as "Inspectors" under the Payment of Wages Act in respect of Railways has been taken up with the Ministry of Railways and is still under consideration.	

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			(ii) As regagrds the appointment of Regional Labour Commissioners (C) as 'Authorities' under section 15 of the payment of Wages Act, the State Governments who administer the Act in establishments other than railways, mines and oilfields are being consulted. [*Min. of Labour and Employment O.M. No.* 15/7/61/B. & *A. dated 28th July*, 1961]. (i) It has not yet been possible to reach a decision on the question of appointment of Labour Inspectors' (C) as "Inspectors" under the Payment of Wages Act, 1936 in respect of Railays and the matter is still being pursued. (ii) The question of appointment of Regional Labour Commissioners (C) as 'Authorities' under Section 15 of the Payment of Wages Act, has been examined but it is not feasible unless Section 15(1) of the Act is suitably amended. The recommendation has, therefore, been noted for consideration along with several other proposals for amendments to the Act. [*Min. of Labour and Employment D.O. No.* 15/7/61/B. & *A. dated 7th March*, 1962].	
		The Committee consider it unfortunate that the important Scheme of Barrier Survey included in the Second	No beginning could yet be made on the Barrier Survey Scheme for want of survey staff. Since several	Please see para 3 of Chapter I.

Five Year Plan has not made any headway. They recommend that vigorous steps should be taken by the Chief Inspector of Mines' Organisation to expedite its early implementation.

Further information called for by the Committee.

The progress made in the matter may please be indicated.

[*L.S.S. O.M. No.* 28-*EC.II*/60, *dated* 15*th May*, 1961].

attempts at recruitment have failed. pay scales of some of the posts have been revised and the others are under revision.

[*Min. of Labour and Employment O.M. No.* 15/11/60/*B. & A. dated* 20*th December*, 1960].

Pay scales of all the posts concerned have since been revised. Attempts are being made to recruit staff on the revised scales. The Barrier Survey Scheme has been carried forward to the Third Plan period.

[*Min. of Labour and Employment O.M. No.* 15/7/61/*B. & A. dated* 28*th July*, 1961].

The Scheme could not make much headway during the Second Plan for want of Survey staff. Since several attempts at recruitment failed, the scales of pay of the posts have been revised. As a result of this and further attempts at recruitment, 4 out of a complement of 12 Surveyors have already joined and the work of surveying barriers started with effect from 1st November, 1961. Implementation of the Scheme will gain momentum when the remaining Surveyors join.

[*Min. of Labour and Employment D.O. No.* 15/7/61/*B. & A. dated* 7*th March*, 1962].

1	2	3	4	5
8	21	The Committee hope that the measures (mentioned in para 21) would result in early auditing of accounts thereby enabling the balance sheet of the same year to be included in the Annual Report of the Corporation, which will then give a full picture of its financial conditions at one place. They would like the Corporation to include in the annual Reports complete annual accounts and not parts of accounts pertaining to two different years as at present.	The audit of the accounts of the Employees' State Insurance Corporation has been decentralised. A final reply is awaited from the Comptroller and Auditor General regarding the date by which the Audit Report will be furnished under the new arrangement. The matter will be examined further on receipt of this information. [*Min. of Labour and Employment O.M. No.* 15/13/60/*B. & A. dated* 20*th March*, 1961].	The Committee would like to impress both on the Corporation and the Accountant General, Central Revenues the need to present the Annual Report and Audited Accounts together to Parliament before February/March of the following year.
		Further information called for by the Committee.		
		The result of the examination may please be stated. [*L.S.S. O.M. No.* 28(*B*)-*EC. II*/60, *dated* 2*nd June* 1961].	The matter is still under examination in consultation with the Director-General, Employees' State Insurance Corporation, and the Comptroller and Auditor-General. [*Min. of Labour and Employment O.M. No.* 15/9/61/*B. & A. dated* 31*st August*, 1961].	
		Further information called for by the Committee.		
		The latest position may please be furnished early. [*L.S.S. O.M. No.* 28(*B*)-*EC. II*/60, 27*th June*, 1962].	In consultation with the Director General, Employees' State Insurance Corporation and the Comptroller and Auditor General, it has been decided to include the audited ac-	

			counts of the Employees' State Insurance Corporation in the Annual Report of the Corporation for the same financial year and to place the two documents together in Parliament in February/March of the following financial year. The time-schedule stated above will be followed in respect of the Report and Accounts for 1961-62 and onwards and is subject to issue of Audit Report on the accounts of the Employees' State Insurance Corporation by the Accountant General, Central Revenues, by 1st December. In case the Audit Report is not received by 1st December, the Annual Report and the Audited Accounts will be placed separately before Parliament. This will not be inconsistent with Government decision on Recommendation Nos.* 15 and 16 contained in the 73rd Report of the Estimates Committee that the Annual Report and the Audited Accounts of public undertakings may be presented, *as far as possible*, at the time of the budget discussion. [*Min. of Labour and Employment O.M. No.* 15/9/61/*B. & A. dated* 20*th July*, 1962].	
27	47	The Committee are of the view that no serious attempt has been made to see that the Regional Committees function effectively. As these Committees are required to be consti-	The question of the working of the existing Regional Committees and of setting up of such Committees in regions where they do not at present exist, was considered at the	The Committee hope that the reports of the Regional Committees would be obtained soon and an early

*Please see page 7 of 9th (Action Taken) Report of the Estimates Committee (1962-63).

2	3	4	5
	tuted under sub-para (I) of paragraph 4 of the Employees' Provident Fund Scheme 1952, the Committee suggest that the Regional Committees should be formed in the remaining States also. The Committee hope that these bodies would be helpful in explaining the benefits of the Scheme to the workers and in ensuring prompt payment to the beneficiaries	meeting of the Central Board of Trustees, Employees' Provident Fund, held on the 30th March, 1960. In accordance with the decision reached, the Chairmen of the existing Regional Committees have been asked to give their views in order to ensure the effective functioning of the Committees and the holding of more meetings in a year. It has also been decided to refer matters regarding payment of loans, office building and the question of speedy recovery proceedings and prosecutions, to the Committees for their views. It was also decided by the Board that the question of setting up of Regional Committees in the remaining regions or of abolishing the existing Committees be taken up after receipt of the report of the Committees as above. Views of the State Governments where the Regional Committees do not exist at present, regarding the setting up of such Committees have also been invited. [*Min. of Labour and Employment O.M. No.* 15/13/60/B. & A. *dated 20th March*, 1961].	decisoin taken in th matter.

	Further information called for by the Committee.		
	The latest position in the matter may please be intimated. [*L.S.S. O.M. No.* 28(*B*)-*EC. II*/60, *2nd June*, 1961].	The views of the State Governments have been received. The views of the Regional Committees are, however, still to be received. After the views of all the Regional Committees are received, the matter will be placed before the Central Board of Trustees, Employees' Provident Fund for its consideration. [*Min. of Labour and Employment O.M. No.* 15/9/61/*B. & A. dated* 31*st August*, 1961].	
5	(ii) There is no need to fix any maximum limit for the employees' contribution and they should be enabled to save as much as possible on a voluntary basis.	(ii) The employers have to pay administrative charges @ 3% or inspection charges @3/4% on the total amount of employer's as well as employees' contribution and it is felt that if the workers are allowed to contribute without any limit, there may be objection from employers to paying additional administrative or inspection charges and also additional collection charges on out-station cheques. Moreover it is doubtful whether removal of the upper limit of 8-1/3% will lead to any practical results. Very few, if any, workers will be in a position to contribute more than 8-1/3%. It has, therefore, been decided not to pursue the matter at present. [*Min. of Labour and Employment O.M. No.* 15/13/60/*B. & A. dated* 20*th March*, 1960].	Since it is stated by Government that only a few workers might be able to contribute at a rate exceeding 8-1/3% such workers may be allowed to do so. The number being small, the additional burden on employers on account of administrative/inspection charges will be negligible. The Committee would urge the Government to reconsider the decision.

1	2	3	4	5
	60	The Committee suggest that a decision regarding the grant of loans of members of the Provident Fund for meeting the expenses in connection with the marriages of their sons and daughters, with such restrictions as are considered necessary should be taken at an early date.	The Employees' Provident Funds Scheme, 1952 as it stands at present, provides for the grant of non-refundable advances to members of the Employees' Provident Fund for (1) Payment of premia of a life insurance policy; (2) acquiring a house under the Subsidized Housing Scheme or for purchasing or constructing house otherwise than under the said Scheme; and for the grant of temporary advances for (1) Meeting expenses in connection with the treatment for prolonged/serious illness of the member of the Fund or a member of his family. The question of laying down the purposes for which loans might be granted from the provident fund in both exempted and unexempted establishments uniformly was considered at a meeting of the Central Board of Trustees-Employees' Provident Fund held on the 30th March, 1960, and it was decided that there should be no further liberalization in the matter as regards unexempted establishments for the time being. Nevertheless the Board suggested that the matter should be	The Committee hope that an early decision will be taken to provide for advances for the occasions referred to in the recommendations.

			referred to the Regional Committees for their views. The Central Board is expected to consider the matter further in the light of the views of the Regional Committees. [*Min. of Labour and Employment O.M. No.* 15/13/60/*B. & A. dated* 20*th March*, 1961].	
		Further information called for by the Committee.		
		Since the question of laying down the purposes of loan was referred to Regional Committees more than a year ago the final decision taken in the matter may please be intimated. [*L.S.S. O.M. No.* 28(*B*)-*EC. II*/60, 2*nd June*, 1961].	The matter was to be discussed at the last meeting of the Central Board of Trustees held on the 31st July 1961; but it could not be discussed at the meeting. It will now be discussed at the next meeting of the Board. [*Min. of Labour and Employment O.M. No.* 15/9/61/*B. & A. dated* 31*st August*, 1961].	
46	76	The Committee consider the position regarding the balance of Provident Fund Contributions to be realised through certificate cases as unsatisfactory. They feel that the present unsatisfactory position requires investigation and prompt handling since older the arrears, less are the chances of realisation. The Committee suggest that the State Governments should be requested to direct the District Collectors to assist the Coal Mines Provident Fund authorities to realise the amounts which are recoverable as arrears of land revenue.	The concerned State Governments *viz* the Governments of Orissa, Madhya Pradesh, Maharashtra, West Bengal, and Bihar were addressed to direct their District Collectors to render all possible help to the Coal Mines Provident Fund Organisation for speedy recovery of provident Fund dues from employers. All the State Governments except that of Bihar, have already, issued instructions to their concerned officers for necessary action. The Government of Bihar is being reminded in the matter. [*Min. of Labour and Employment O.M. No.* 15/13/60/*B. & A. dated* 20*th March*, 1961].	Please see Para 4 of Chapter I.

1	2	3	4	5
		Further information called for by the Committee.		
		Information regarding the balance of contributions recoverable as at the end of the last two years may please be furnished. [*L.S.S. O.M. No. 28(B)-EC. II/60, dated 2nd June*, 1961].	A statement (Appendix I) showing the balance of Coal Mines Provident Fund contributions which remained outstanding for realisation at the end of the last two financial years is enclosed. [*Min. of Labour and Employment O.M. No. 15/9/61/B. & A. dated 31st August*, 1961].	
69	108	The Committee suggest that the question of devising an arrangement whereby refreshments beverages etc., could be provided if not free, at least at subsidised rates during the certain fixed periods to the miners working underground may be examined.	It would be difficult to collect underground miners at fixed hours for distribution of snacks as in some mines working places are situated at long distances from one another. Rule 64 of the Mines Rules 1955, however, provides for the maintenance, of canteens in the precincts of mines. Rule 70 requires that food, drink and other items served in these canteens should be sold on a non-profit basis. The Chief Inspector of Mines and the Coal Mines Welfare, Commissioner have been asked to take special steps to enforce these provisions. [*Min. of Labour and Employment O.M. No. 15/13/60/B. & A. dated 20th March*, 1961].	Please see Para 5 of Chapter I.

NEW DELHI-1.
February 20, 1963.
Phalguna 1, 1884(*Saka*).

H. C. DASAPPA,
Chairman,
Estimates Committee.

APPENDIX I

[*Vide* reply to recommendation 46 (90th Report) in Chapter IV]

Statement showing detailed position of certificate cases during the year 1959-60 *and* 1960-61.

Year	No. of certificate cases filed during the year	Amount involved in the cases filed during the year	Unrealised balance of the previous year	Total	Amount realised during the year	No. of certificate cases disposed of during the year	Balance to be realised at the end of the year	Remarks
1	2	3	4	5	6	7	8	9
1959-60 .	259	32,44,062.33	29,20,020.70	61,64,083.03	19,53,746.53	110	42,10,336.50	
1960-61 .	256	44,02,274·19	42,10,336.60	86,12,610.69	29,21,344.86	183	56,91,265.83	

APPENDIX II

Analysis of the actiont aken by Government on the recommendations contained in the 84th and 90th Reports of the Estimates Committee on the Ministry of Labour and Employment.

	84th Report	90th Report
1. Total number of recommendations contained in the Report	77	76
2. Recommendations that have been accepted by Government (S. Nos. as per recommendations in Chapter II)	1, 2, 7, 8, 11, 23, 25, 27, 29, 41, 42, 45, 47, 50, 52—54, 56, 58, 59, 63, 64, 65, 71, 73, 74.	3—6, 15, 18, 20, 22, 24, 25, 30, 32, 33, 34, 37, 38, 41, 44, 45, 47, 48—50, 55, 57, 58, 59, 61, 62, 64—67, 70—74.
Number	26	38
Percentage to total . .	33·8%	50%
Recommendations not accepted by Government but replies in respect of which have been accepted by the Committee (S. Nos. as per recommendations in Chapter III)	3, 4, 6, 9, 10, 12—22, 24, 26, 28, 31, 33, 34—38, 43, 44, 46, 48, 49, 51, 55, 57, 60, 62, 66—70, 72, 75-77.	1, 2, 7, 9, 10, 11, 12, 13, 14, 16, 17, 19, 21, 23, 26, 28, 29, 31 (i), 35, 39, 40, 42, 43, 51, 52, 53, 54, 56, 60, 63, 68, 75, 76.
Number . . .	45	32½
Percentage to total . .	58·4%	42·8%
4. Recommendations in respect of which replies of Government have not been accepted by the Committee (S. Nos. as per recommendations in Chapter IV).	5, 30, 32, 39, 40, 61.	8, 27, 31( ), 36, 46,6
Number . . .	6	5½
Percentage to total .	7·8%	7.2%

GMGIPD—LS 1—2453 (Aii) L.S.—2-3-63—1100.

26. A. H. Wheeler & Company, Private Limited, 15, Elgin Road, Allahabad.

27. Law Book Company, Sardar Patel Marg, Allahabad.

28. Goel Traders, 100-C, New Mandi, Muzaffarnagar.

29. B. S. Jain & Company, 71, Abupura, Muzaffarnagar.

WEST BENGAL

30. M. C. Sarkar & Sons (Private) Limited, 14, Bankim Chatterjee Street, Calcutta-12.

31. W. Newman & Company Limited 3, Old Court House Street, Calcutta.

32. Thacker Spink & Company (1933) Private Ltd., 3, Esplanade East, Calcutta-1.

33. Firma K. L. Mukhopadhyay, 6/IA, Banchharam Akrur Lane, Calcutta-12

DELHI

34. Jain Book Agency, Connaught Place, New Delhi.

35. M/. Sat Narain & Sons, 3141, Mohd. Ali Bazar, Mori Gate, Delhi.

36. Atma Ram & Sons, Kashmere Gate, Delhi-6.

37. J. M. Jaina & Brothers, Mori Gate, Delhi-6.

38. The Central News Agency, 23/90, Connaught Circus, New Delhi.

39. The English Book Shop, 7-L, Connaught Circus, New Delhi.

40. Rama Krishna & Sons, 16-B, Connaught Place, New Delhi.

41. Lakshmi Book Stores, 42, M. M. Janpath, New Delhi.

42. Kitab Mahal (W.D.) Private Ltd., 28, Faiz Bazar, Delhi.

43. Bahri Brothers, 188, Lajpat Rai Market, Delhi-6.

44. Jayana Book Depot, Chapparwala Kuan, Karol Bagh, New Delhi.

45. Oxford Book & Stationery Company, Scindia House, Connaught Place, New Delhi-1.

46. People's Publishing House, Rani Jhansi Road, New Delhi-1.

47. Mehra Brothers, 50-G, Kalkaji, New Delhi-19.

48. Dhanwantra Medical & Law Book House, 1522, Lajpat Rai Market, Delhi-6.

49. The United Book Agency, 48, Amrit Kaur Market, Paharganj, New Delhi.

50. Hind Book House, 2 Jan Path, New Delhi.

51. Bookwell, 4, Sant Narankari Colony, Kingsway Camp, Delhi-9.

MANIPUR

52. Shri N. Chaoba Singh, Newspaper Agent, Ramlal Paul High School, Annexure, Imphal, Manipur.

AGENTS IN FOREIGN COUNTRIES

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53. The Secretary, Establishment Department, The High Commission of India, India House, Aldwych, LONDON, W.C.-2.

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